CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

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WAR AND PEACE

The role of our universities in the Nuclear Age

Is time running out for world peace? Is there still time for the best minds and the best intentions to overcome the threat of nuclear war that has been building for almost 40 years? Many Canadian academics believe there is.

On campuses across the country and in national forums, academics and other concerned Canadians are speaking out strongly for a halt to the spiralling arms race. And the urgency of their appeals is attracting academics from all disciplines.

The Canadian Association of University Teachers, at its annual meeting last May, called on the federal government to put pressure on the major powers to end "the development and deployment of weapons of mass destruction". The 26,000-member association urged the government to refuse to participate in the development and testing of any such weapons and their delivery systems. It said the cruise missile should not be tested over Canadian soil.

The move followed a strong appeal from the meeting's keynote speaker, Manitoba Premier Howard Pawley, for the universities to join in the nuclear debate.

"The building of a more equitable economy and a more just society," he said, "will be meaningless unless the nations of this earth and the people and governments of this nation continue to call for a halt to the nuclear arms race, and continue to press for total nuclear disarmament."

The Association of Universities and Colleges of Canada, which represents Canadian university presidents and administrators, and its U.S. counterpart, the American Council on Education, held their first ever joint annual meeting in Toronto in October. A keyspeaker, Reverend Theodore Hesburgh, the President of the University of Notre Dame, stunned delegates from both countries by hanging much of the responsibility for finding a solution to the nuclear dilemma squarely on the shoulders of the universities.

"Is it conceivable," Father Hesburgh asked, "that universities and colleges who have traditionally been rational and objective critics of our society, local and global, can be silent in the face of the nuclear threat? Is it possible that our students can prepare to be future leaders and still not learn from us the dimensions of this threat, the moral problems and possible solutions?

"Each of us and each of our institutions must do what we can do best," he said, "the nuclear problem involves the expertise of all our faculties and departments."

Later that month, Prime Minister

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Tom McDonald

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LETTERS LETTRES

Blinkered-vision

As someone who teaches in the field of resources management, I had come to the conclusion that the once popular image of engineers as blinkered-vision individuals with an overinflated sense of their own importance was an unfair misconception. Certainly none of my colleagues in the engineering faculty at my own university fit that image. However, Mr. Goldman's letter made me think again that perhaps there is some reality in the image after all.

Apart from making sweeping unsubstantiated generalities on why students attend university and their motivations, he proceeds to question in particular why Recreation and Leisure Studies belong in University and not "some junior college as some evening option", and implies they are 'mickey-mouse courses'. As someone who has been teaching courses in recreation from a geographical viewpoint since 1967, and having supervised almost 30 graduate theses in this field I naturally took umbrage at his remarks.

One may well question why engineering is taught at university and not at some technical college on a part-time basis. After all, when you have built one bridge (road, dam, whatever) you can build another. Do you need a degree for that? Clearly there is a good case for including engineering as a university discipline. I would argue even more strongly however, that there is a far better case for the teaching of leisure studies (including recreation and lourism) at university.

Man has been participating in leisure activities since his appearance on this planet, a far longer time than he has been engaged in even the most primitive form of engineering, and yet in most respects we know far less about man's leisure behaviour than we do of man's activities as an engineer. For most people in Western Society, their leisure time is of fundamental importance and the leisure industry in its widest form is one of, if not the largest industry in the world today.

If resources are to be appropriately allocated, facilities provided and the impacts of leisure behaviour correctly diagnosed, then considerable university research at a high intellectual level is required. Indeed, if we knew more about recreation behaviour, it might be possible to improve on the often poorly conceived and highly inaccurate benefits forecast (normally by engineers or economists) for recreation use of multi-purpose engineering projects such as reservoirs, a fact which would surely please even Mr. Goldman.

Mr. Goldman recognizes the need to "analyze the changing trends in society", surely even he must recognize also that changes in the amount, type and use of leisure time are some of the most fundamental changes affecting society now and presumably in the future. If Mr. Goldman would take the trouble to talk to his colleagues at Concordia in the leisure field, he might be better informed as to what the field of leisure studies comprises.

Prof. R.W. Butler
Dept. of Geography
The University of Western Ontario

Medieval witch hunt

Carl Goldman (Place to Park Warm Bodies, February 1984) suggests that an earlier article in *The Bulletin* "has touched a sensitive nerve in my body which impells me to make several comments". He then proceeds to raise some vital questions which, frankly, I have not seen raised too often among colleagues in the academic community. I believe that he is right in his contention that "a university is not a hotel or winter resort, but a place for serious, intensive scholarly work, meeting international standards. There is no reason why everyone, no matter how "enthusiastic" or "wants to go" should be allowed to enter university". His conclusion that the universities must take an honest look at themselves, examine every aspect of the educational process and be prepared to set priorities is all too valid.

Sadly, however, Professor Goldman does not then live up to his own high standards. He states: "Why are many universities flooded with mickey-mouse courses? It is embarrassing to list these courses, but does Recreation and Leisure Studies belong in a university when we are supposedly short of space? Could it not be given at some junior college as some evening option?" Any unbiased analytical reader must conclude from this that Recreation and Leisure Studies consists solely of mickey-mouse courses, which are not relevant in a scholarly world.

As a Professor and Chairman of the Department of Recreation and Leisure Studies at the University of Alberta, I could retort in a similar vein and suggest that the proper place for Civil Engineering is in an Institute of Technology rather than a University. But to do so would be to resort to the same level of uninformed rhetoric as Professor Goldman. For he is surely uninformed. He clearly knows little about the field of Recreation and Leisure Studies: what is its theoretical foundation, what is encompassed by it, the scope of research in it, and the international standing of Canadian scholars in the field.

Professor Goldman would, no doubt, be surprised to learn that there is a scholarly organization, the *Canadian Association for Leisure Studies*, which has more than 200 members in Canadian universities; that a *Canadian Congress on Leisure Research* has been held triennially since 1975; that a *Canadian Catalogue of Leisure Research* is also produced triennially with more than 200 entries each time; that there are six refereed academic journals in the field, two of which are edited in Canada, and all of which have Canadian representation on their Editorial Boards; that there are established graduate degree programs in a half dozen Canadian universities; and that the international reputation of Canadian leisure scholars is extremely high, if not foremost, in the world.

I could continue and mention the significance of recreation and leisure in the lives of urban-industrial people (one-third of their lives), the place of leisure and recreation in the provincial and national economies (Mickey Mouse represents a major growth industry in Florida and California!), and the importance of leisure to those unemployed graduates about whom Professor Goldman is so concerned. But this is not my primary intent. I am much more agitated about the attitude that is implied in Professor Goldman's remarks. It would be the worst possible situation if academics were to respond to economic restraint and social questioning of their roles by taking emotional broadsides at the academic legitimacy and integrity of fields of scholarship other than their own.

By all means let us have honest appraisal, objective analysis and sound priority setting. But let us not engage in medieval witch hunts!

Thomas L. Burton
Professor and Chairman
Dept. of Recreation and Leisure Studies
The University of Alberta
and
President
Canadian Association for Leisure Studies

Don't blame us

It is difficult not to agree with Maxwell Cohen's comments on the failure of the law of armed conflict to deal with the problem of the nuclear weapon (*Bulletin* Feb. 84). He is, however, perhaps a little hard in his criticism of the failure of international lawyers in so far as the legality or otherwise of this weapon is concerned.

International law stems from treaties, custom, judicial decisions, the general prin-

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Commentary

by F.K. Donnelly

Examination by merriment

The objective assessment of Arts Faculty students has always presented a problem for educators. We habitually bemoan the fact that we do not deal in the certainties of our colleagues in the Engineering and Science Faculties. Their students apply theoretical knowledge to practical problems in a way that can be measured with precision. The Engineering student may be assigned to build a model bridge with certain features. Wrong answers result in bridges that will collapse. Right answers produce model structures that will support their intended loads. It's all so simple for them.

We in Arts faculties, on the other hand, deal in woolly concepts, the vagueries of literary expression, *a priori* assumptions, and ideological presuppositions. It's all so confusing that there is little wonder we have doubts about our ability to assess the performances of our students. We are unable to decide upon the relative merits of final examinations vs. term assignments; multiple choice vs. essay type exams; and, the importance of factual knowledge vs. the quality of expression in written works.

After devoting many years of study to this problem I have hit upon a most sensible and reasonable solution. Instead of our usual fare of essays, exam scripts and tutorial presentations, I suggest we use humour as the method of assessment. I have often noticed how certain forms of humour are dependent on an appreciation of basic concepts or ideas. Some jokes require a certain level of intellectual sophistication before they can be understood. Those who lack this background conceptual apparatus simply do not laugh in these circumstances. They can see no humour in the situation. I have often noticed this response on the part of my first year students to my own jocular endeavours.

Given the veracity of these observations, I propose to test the ability of Arts students to respond to literary, philosophical and historical humour. I am certain, for example, that a student's comprehension of 20th century anarchism and existentialism can be measured in his reaction to selected episodes of the BBC television series "Monty Python's Flying Circus". Likewise one can only see the humour in the BBC television episode from "The Hitch Hiker's Guide to the Galaxy" about the restaurant at the end of the universe if one has a passing acquaintance with Einsteinian relativity theory. The "Hitch Hiker" series on both radio and television, as well as the book by Douglas Adam*, is a gold mine of academic levity. The various components of this series "send up" in quick succession, literary appreciation, psychological research with rodents, the concept of evolution, Marxism and anthropology. But there is no discernible humour in the series for those who do not possess a familiarity with the modern intellectual world.

In the same vein, students of British history might be tested on their response to W.C. Sellar and R.J. Yeatman's *1066 and All That: A Memorable History of England* (1931). I submit that failure to see the levity in the following spoof exam question is a confession of unfamiliarity with the broad panorama of British history: "Conjugate briefly Ritzio and Mary Queen of Scots". Superior students of English literature undoubtedly will have a mirthful reaction to Richard Armour's *English Lit Relit* (1969). See, for example, his sardonic description of the poet Shelley as "such a firm believer in freedom, justice, equality, and the brotherhood of man that he was thought unbalanced". Upper level students of literature might be tested with the prolific Professor Armour's *The Classics Reclassified* (1960) and his *Twisted Tales from Shakespeare* (1957). The same author also has a rip at American history in his *It All Started with Columbus* (1953). Likewise, Fine Arts professors might test their students with David Barber's *A Musician's Dictionary* (1983) which defines Gregorian chant as "A type of unison singing invented by monks as a mask for snoring".

The better student of Classics (Are there any students of Classics left?) might take seditious delight in Stephen Leacock's "Homer and Humbug: An Academic Suggestion", in his *Behind the Beyond* (1914). Warning! This work is so devastating that it may actually discourage some students from continuing in the discipline. To such jocular delicacies I would add selected passages from Ambrose Bierce's *Devil's Dictionary* (1911). A typical Biercian definition is the one for 'History':

> An account mostly false, of events mostly unimportant, which are brought about by rulers mostly knaves, and soldiers mostly fools.

Now if that doesn't bring a smile to the face of the student of the historiography of the War of Jenkins' Ear, I don't know what will.

I propose to isolate Arts students and give them readings or re-runs of the aforementioned satires. Those who laugh — pass. Those who don't — fail. Later the crudities of the pass-fail system might be eliminated in favour of something more sophisticated. It might be possible to have our colleagues in psychology rig up some kind of 'mirth meter'. In that way we could have an objective and instrumentally precise assessment system which would allow us to assign our traditional grades with complete confidence.

Such a system would also relieve faculty members of the onerous task of reading essays and marking exam scripts. We, as faculty members, would be free from that drudgery forever. Then we would have no excuse for not producing the monographs, novels and consultancy reports we say we can't complete on account of our backlog of unmarked student papers. Now I am the first to admit that this could be a frightening prospect for some in our profession. I anticipate, however, that such transitional difficulties might be overcome by some "creativity" counselling sessions.

To those who would protest the arbitrary nature of my system of examination by merriment, I reply that one cannot expect perfection from any assessment procedure. But my system has one beneficial side-effect that cannot be matched by its rivals. In addition to failing those for whom intellectual jokes are beyond comprehension, my proposal would also eliminate from higher education all those humourless, grim-faced spoil sports who understand but do not laugh at academic humour.

*Douglas Adams, *The Hitch Hiker's Guide to the Galaxy* (1979). In my marking system 42 bonus points would be awarded to any student who knows the answer to the ultimate question about life, the universe and everything.

Professor Donnelly is with the Department of History at the University of New Brunswick.

Murray Long

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LETTERS LETTRES

ciples of law recognized by civilized nations and, as a subsidiary means for ascertaining those rules, the opinions of writers. It matters little what any writer says if the states which are the entities to be bound by international law reject those principles. Grotius has had the impact he has only because as a practical diplomat his views were acceptable to the majority of states of his day. Unfortunately, it is clear that even if every international lawyer in the world were to declare his conviction that the nuclear weapon is illegal it would not make one iota of difference on the practical level.

In relation to the legality of any weapon, it is perhaps worth pointing out that according to customary and treaty law weapons which cause 'unnecessary suffering' are already illegal. However, in practice this merely means that weapons which cause suffering over and beyond that required to achieve the end of war, namely the defeat of the enemy, should not be used. As to the atomic weapon, the late Sir Hersch Lauterpacht, one of the earliest exponents of international rights of man, condemned the use of an atomic bomb, like that at Hiroshima, as being contrary to all the principles of law and humanity. Nevertheless he went on to state that if the enemy rejects by his conduct all considerations of humanity and civilization, then the victim of such an enemy would be entitled to resort to the atomic bomb in order to bring the 'criminal' back to civilized behaviour.

The most glaring instance of state refusal to contemplate a ban on the use of the nuclear weapon is to be found in Protocol I of 1977 supplementary to the 1949 Geneva Conventions on Humanitarian Law in Armed Conflict. The Protocol bans weapons likely to have a disproportionate effect on noncombatants, to cause long-term disastrous consequences, upset the environment and the like. It was made clear, however, during the Conference by such powers as the U.K., the U.S.A. and the U.S.S.R. — and even by the representative of the International Committee of the Red Cross — that the Protocol was not intended to alter in any way the law with regard to the use of nuclear weapons — a statement made expressly by the U.K. and the U.S.A. when signing the Protocol in December 1977.

As international lawyers we may not scream enough about the legality or potential illegality of a particular weapon, but don't blame us for what we cannot achieve as realists.

Professor L.C. Green
Department of Political Science
The University of Alberta

Judge Maxwell Cohen replies:

Professor Leslie Green's letter is correct in pointing out the contributions that some legal scholars have made to the nuclear weapons debate over the past forty years. Equally important is his reminder that it is the basic reluctance of governments even of Western leaders, to come to grips with the terrible finality of these new threats, that explains the fearful world situation of today.

However, far from weakening the central argument of my paper Professor Green's "footnotes" have, in my view, only strengthened it. Of course, international lawyers do not bear the major burdens of international policy-making. Nevertheless they assuredly do have a collective responsibility to define the legal consequences of those new facts that forever have changed the scope and depth of armed conflict, of international violence. There is today not only no lawyers' consensus on the "illegality" of nuclear weapons and warfare but, sadly, the reverse is true — that is to say most states and their lawyers generally accept their "legality".

To the best of my knowledge not one major international organization of lawyers has yet spoken out in some formal statement on the fundamental incompatibility with any style of world order, and therefore of the illegality *per se*, of a weapons system so totally and irreversibly destructive as nuclear explosions are known to be.

Grotius would not have been silent. He understood that war and peace were linked by a human bargain to continue afterwards under conditions of mutual acceptance that peace-making implied among victor and vanquished. That is the difference between a world of weapons where survival and peacemaking was possible in contrast to the nuclear age where such a battlefield and its aftermath is no longer sheltered by the future and the laws of war which assumed a future.

As to "realism", there is a great difference between a live realist and a dead one. If, in the end, it is the "political will" that is missing among the super-powers and their allies, then it is unfortunate that Professor Green gives so little weight to the lawyers' place in helping to shape that "will" toward the elimination of nuclear weapons before they eliminate us.

False impression

A Canadian colleague has brought to my attention the strange review of my book, *Beyond Empire and Revolution*, which was featured in the December, 1983 *CAUT Bulletin*. I write this not as a response to Mr. Echenberg's unusual vision of my book, the relevant scholarly communities will determine for themselves the adequacies or inadequacies of my treatment of complex structures which often admit to a variety of interpretations.

Further, I do not even desire to contest Mr. Echenberg's full quota of ad hominem assaults, such as my being "an old fashioned liberal developmentalist of the 1960's stamp". (At least he didn't say ilk). However, when the reader of this review is left with the entirely false impression that my work is "unwilling to consider the Marxist or Khomeini alternatives as being better ones" then I am compelled to state for the record that whole chapters of *Beyond Empire and Revolution* are precisely dedicated to account for the force of Marxian communism ("Three Tactics in the Theory of Development") and of Khomeini's fundamentalism ("The Limits of Modernity"); the final chapter in the book it might be added.

Of course, the actual thrust of Mr. Echenberg's review is not my failure to consider, but my reticence to embrace, secular revelations which are more than 100 years older than my presumed liberal heresy, or acquiesce in the divine revelations of one of the most fanatic, obscurantist, and antidemocratic regimes in the Third World or any world. The readers of the *CAUT Bulletin* will undoubtedly recognize the threat to their own collective health and well-being of such purely political, authoritarian tests and measure for social science studies of international development.

Irving Louis Horowitz
Rutgers
State University of New Jersey
U.S.A.

Queen's-Bermuda ties

In his commentary on the report on foreign students in Canada, "The Right Mix" (*CAUT Bulletin*, December 1983), Professor J.B. Webster emphasizes the strong cultural ties which exist between Nova Scotia and the Caribbean region. One can understand that he is proud of these ties and anxious to strengthen them.

However, when he supports his contention that Caribbean people probably understand Nova Scotia better than any other national groups by noting "For Bermuda, for example, the universities of Halifax serve as their national institutions", his grammar, geography and knowledge of the island's educational heritage are all at fault. A small debating point, though not so small for Bermudians, is that Bermuda is not generally considered to be part of the Caribbean region. More important, Webster neglects to mention that Queen's University has probably been the most influential Canadian university in Bermuda since the early 1950's.

Bermuda contains only 50,000 inhabitants, and its sole post-secondary institution, Bermuda College, does not have degree-granting powers. In 1953, Queen's University began to offer summer school courses for credit on the island, and by 1967 had graduated sufficient numbers of Bermudians to warrant the establishment of a Bermuda branch of the Queen's Alumni Association. I am informed by the President of that Association that to date about 165 native Bermudians and Bermuda residents have obtained Queen's degrees. Most of them have done so by combining spring and summer courses taught in Bermuda by members of our faculty with a period of residence on the Queen's campus. However, it is now possible to obtain a Queen's general B.A. in Bermuda entirely through extramural studies. Since the spring of 1981, 16 half and full courses with a combined enrolment of 557 have been taught in Bermuda by Queen's faculty.

On a recent research trip to the island, I found Queen's graduates located in substantial numbers in key sections of the public service and, to a lesser extent, the professions. The University has played a particularly important role as a degree-granting institution for Bermudian school teachers: indeed, according to the President of the Alumni Association, about 80 administrators and teachers of the Ministry of Education and Libraries have taken all or part of their degree work through Queen's.

Keeping in mind that the population of Bermuda is about the same in size as that of the cities of Kingston or Lethbridge, the importance of the Queen's-Bermuda relationship hardly needs further underlining. Of course, there are some Bermudians who might see such educational ties with Canada as a recent extension of their traditional institutional dependency upon the United Kingdom.

I have no wish to depreciate the valuable role played by the Nova Scotian universities in providing undergraduate education in Bermuda. If Professor Webster had said that Bermudians tend to perceive some *Canadian* universities, including those in Halifax, as playing a vital role in the provision of university education, I would have let matters rest.

Robert M. Pike
Professor and Head
Department of Sociology
Queen's University

Administrative positions proliferate

The exchange of letters in the October *CAUT Bulletin* has prompted me to express my support for the views outlined by Professor John McMurtry in his article "Boom at the Top".

The proliferation of administrative appointments in many areas of most universities, at the expense of productive positions, has been so strikingly apparent that only those who are willfully ignorant would attempt to deny it. Although exhaustive data on all facets (numbers, financial drain, make-work impositions on the time of teachers/researchers, etc.) of this burgeoning of administrators are difficult to obtain, a quick glance at this University's calendars yields some simple comparisons.

In 1968-69 the senior administration of the UT consisted of the President and two Vice-Presidents, while in 1983-84 similar functions are filled by the President and seven Vice-Presidents or equivalents. Equally noteworthy are the comparative figures for the Facul-

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THE UNIVERSITY OF MANITOBA

ELECTRICAL ENGINEERING
Faculty Positions

The Department of Electrical Engineering at the University of Manitoba is accepting applications for three (3) tenure-track and two (2) term faculty positions effective 1 September 1984 or earlier. Ranks and salary are open and commensurate with qualifications and experience. All specialties will be considered; however, preference will be given to applicants with expertise in computer engineering. Duties include undergraduate and graduate teaching, research supervision, significant research output and some administrative duties.

The department offers two B.Sc. degree programs: electrical engineering and computer engineering, with yearly enrolments of 80 and 60 respectively in each of four-year degree programs. It has a typical enrolment of 115 graduate students working for M.Eng., M.Sc. and Ph.D. degrees. Currently there are 22 full-time faculty members and eight adjunct professors.

The candidates must have a doctorate in electrical or computer engineering, with a demonstrated interest in teaching and research. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Résumés, including the names and addresses of three referees, should be addressed to: **Dr. R.M. Mathur, Head, Department of Electrical Engineering, The University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada.**

The closing date for receipt of applications is **1 May, 1984.**

CAUT President Soroh Shorten

Issues on the agenda

CAUT Council 1984

by Sarah J. Shorten

The annual meeting of the CAUT Council will take place this year in Ottawa, May 8th, 9th and 10th. The Council of CAUT has, under the constitution, the responsibility for budgetary approval, including the setting of fees, and for planning and policy-making for the Association. Each member association may send one delegate and one alternate to Council, in addition to any observers who wish to attend.

The universities of Canada continue to suffer from erosion of funding, and from uncertainty about future funding: we also witness increasing and alarming threats to academic freedom, tenure and university autonomy. The needs of the CAUT community continue to strain the resources of the Association, and important decisions regarding priorities lie before us.

In order that members may be alerted to issues under discussion this year, I have prepared the following list of some of the issues on the agenda of Council for this year.

A. Policies and Strategies for 1984-85

The Board has decided to lengthen the meeting to three full days, in order to accommodate a full day of policy discussion on the first day.

This part of the agenda has been arranged under 6 headings, and each section will be started by a member of the CAUT Board, who has, in consultation with other Board members, prepared a position paper on the topic. These papers are designed to facilitate and focus the discussion, and to lay out alternative approaches and strategies.

Topics for this day will include:

1. Government intrusion into university decision-making. Particular examples will be drawn from British Columbia, Ontario, Nova Scotia and Quebec.
2. Political strategies: public relations strategies: fund-raising for special campaigns and emergencies. Demonstrations of concern.
3. Communications: the use of CAUT publications and their role in internal communication. Other means of ensuring broad and effective information exchange in the CAUT.
4. Accessibility: threats to this, changing patterns of enrollment. Plans for a conference in the fall of 1984.
5. Collective Bargaining:
   - ☐the role of the Collective Bargaining Committee: policy needs in the area of collective bargaining.
   - ☐issues emerging, and likely to emerge, at the negotiating table.

In addition to the debate on the first day of the meeting on these large and complex issues, particular items arising from the work of the Board and from the various committees will also be on the agenda.

These include: —

- ☐policy on visa students;
- ☐proposed new statement on Tenure;
- ☐proposed guidelines on initial appointments;
- ☐proposed revisions to guidelines on censure;
- ☐proposed revisions to guidelines on investigational procedures to be used in cases of alleged violations of academic freedom or contractual rights;
- ☐response to the Symons/Page report* regarding Canadianization, the employment of women academics, the aging of the professoriate;
- ☐mandatory retirement.

One additional item of particular importance is the matter of appropriate sharing of responsibility for post-secondary funding by the two levels of government. The Board appointed this year a subcommittee to prepare submissions to the Macdonald Commission (The Royal Commission on the Economic Union and Development Prospects for Canada.) The CAUT presented an initial brief in December, 1983. The committee has since then been working on a possible additional submission, outlining provisions for sharing of responsibilities in the future. The Board has instructed the committee to report back in May on this complex issue.

B. Budgets and Fees

As instructed by last year's Council, the office has prepared a very extensive fee study, exploring the implications of various alternative methods of defining the mill-rate and levying fees.

Also, on the instruction of last year's Council, the Treasurer has prepared for Board and Council a range of alternative budgets, assuming different levels of revenue available.

Council will be asked to decide on a definition of the mill rate, and on the level of fees to be paid: it will also be asked to approve a budget for the coming year.

C. Constitutional matters

In 1978, the existing CAUT constitution was ratified. The Board appointed a committee this year to examine the existing governing structure of the CAUT, and its cost effectiveness, and to examine alternatives with a view to possible savings and enhanced effectiveness. The report of this committee has been approved by Board for transmission to Council for debate. *The Committee does not recommend major structural changes at this time.* One question which will be presented to Council will be who should appropriately be the person chairing the Council. At the present time this is the CAUT President; it is the committee's recommendation that an alternative arrangement be pursued.

There is also a notice of motion on the floor of Council regarding the membership of the Saskatchewan Association of University Teachers (SAUT) in the CAUT. This is the provincial association in Saskatchewan. Since the withdrawal of the University of Saskatchewan in 1978, the level of CAUT membership in SAUT is below that which would be required for SAUT's admission to CAUT membership. The constitution is silent on the question of continuing membership under such circumstances. The motion of which notice was given in 1983 would, if adopted, suspend SAUT's membership at that time.

D. The Accord with FAPUQ

For the past several years, the CAUT has governed its relations with associations in Quebec under the terms of an agreement, the Accord, negotiated with FAPUQ (La Fédération des Associations de Professeurs des Universités du Québec). The Board has approved a revised document for transmission to the Council: this document details arrangements for liaison with associations and individuals in FAPUQ, and for the payment of dues.

This revised Accord will be recommended to Council for approval.

E. Annual Reports

The Council will also receive the annual reports of the President, the Executive Secretary, the Administration Committee, the Board and the committees of the CAUT: these include the Academic Freedom and Tenure Committee, the Collective Bargaining Committee, the Status of Women Committee, the Economic Benefits Committee, the Librarians Committee. It will also receive reports on lobbying activity during the past year, on the strengthening of ties with other groups, and external relations in general.

F. Elections

The Council will have the responsibility of electing to office the President, the Vice-President (External), the Vice-President (Internal) and the Treasurer for the year 1984-85.

Documentation is being sent as available to presidents of *all Faculty Associations in the CAUT.*

*"Some Questions of Balance": Human Resources, Higher Education and Canadian Studies. Volume III of To Know Ourselves, The Report of the Commission on Canadian Studies. Association of Universities and Colleges in Canada, 1984, 268p.

Dr. Shorten is President of the CAUT.

UNIVERSITY OF REGINA

DEPARTMENT OF PHYSICAL EDUCATION

FACULTY APPOINTMENT
SPECIAL LECTURER IN PHYSICAL EDUCATION

POSITION: Temporary faculty appointment.
8-12 months leave replacement.

SALARY: Subject to qualifications and experience.

QUALIFICATIONS
1. Background and experience in the organization and administration of intramural programming at a university or college level.
2. Minimum of a Masters Degree.
3. Ability to contribute in a number of the undergraduate teaching programs areas noted below:
   - — administration of physical education
   - — gymnastics/movement education
   - — training and conditioning
   - — volleyball
   - — basketball
   - — racquet sports

APPLICATION DEADLINE:
Open. Position will be filled when suitable applicant is obtained.

Direct applications to:
Neil B. Sherlock, Director
Department of Physical Education
University of Regina
Regina, Saskatchewan, Canada S4S 0A2
(306) 584-4373

First consideration will be given to those who at the time of application are legally eligible to work in Canada.

Canadian Professors for Peace in the Middle East

ANNUAL CONFERENCE*

Theme: The Dynamics of Superpower Involvement in the Middle East
Place: Trinity College, University of Toronto
Date: June 12-13, 1984**

Papers will be presented by scholars from institutions such as: Harvard University, Brookings Institution, American University, as well as from universities across Canada.

*Proceedings to be published.
**Both date and place in close proximity to the Learned Societies Conference in Guelph

For further information contact:
CPPME
491 Lawrence Ave. W. #307
Toronto, Ont. M5M 1C7
Tel.: 416-789-3495

Proceedings of the 1983 conference, ***Peacemaking in the Middle East: Problems and Prospects***, Paul Marantz and Janice G. Stein (eds.), Croom Helm, London, now in press.

Proceedings of 1982 conference, ***The Middle East at the Crossroads*** now available.

LETTERS
LETTRES

ty of Medicine: the Dean and one or two Assistant Deans in 1969, versus the Dean plus eight Associate Deans and two Assistant Dean/Directors at the present time. These figures do not do justice to the actual situation, of course, as each "vice" or "associate" position has a supportive infrastrueture of administrative assistants, deputy officers of some sort or other, and/or secretaries.

It is not only the numbers and the cost of these administrative structures that is unsettling: what is equally disturbing is the diversion of purpose. Rather than performing as service entities so that teachers and researchers are freed up to perform most productively, there is a widespread tendency in administrative circles to view their functions as ruling or managing the production people. Hand in glove with this attitude is the practice of treating budgetary and other data as the private preserve of the administration. (An example is the two-year fight by the UT Faculty Association to obtain data on its own pension funds).

The above data are not to be misconstrued as rationalizations for the current financial difficulties of Ontario universities; rather, they pose the question of whether, in these times of severe financial constraint, available funds are being efficiently employed in pursuit of the primary goals of the University — excellence in teaching and research. It is difficult to accept that this is being achieved while administrative structures and expenditures proliferate.

These perceptions are shared by a sizeable number of my colleagues, who are largely pessimistic about the situation changing for the better. What is probably required, as an initial step, is a thorough comparative study of the resources devoted to administration in a typical University, both over a given time period and as a fraction of the total resources. Preferably, such a study should not be performed by anyone who believes, as does one of your correspondents, that the more scarce funds become, the more additional administrators are required to apportion the limited resources.

N. Camerman
Professor of Biochemistry
University of Toronto

The power pinch

I wish to take strong exception to the views expressed by C.E. Challice in a February letter on sexual harassment. Professor Challice states that "we cannot legislate good taste or good sense," and "judging where it is wise to stop cannot be defined." I would like to bring to the reader's attention that indeed it *can* be and has been defined, as evidenced in recent legislation in the United States.

Professor Challice goes on to say that the "most important thing to do is to educate people — particularly women — in effective ways of halting the progress of offensive overtures." This simply places the burden of responsibility, once again, on women, for men's sexual behavior. "If only you could be more assertive" is a very small step forward from "if only you didn't wear such tight sweaters," and smacks of a "blaming the victim" philosophy. How about educating male professors on the guidelines which do in fact exist? (available from CAUT office).

Women are tired of relying on "good sense and taste" to lead to a retreat. The argument regarding taste is simply a minimization and trivialization of sexual harassment. Undoubtedly similar arguments were heard during the black civil rights campaign — "We know it's not in good taste to ask you to sit at the back of the bus, but we can't legislate manners." Until the equality of women is fully accepted, the "power pinch (M. Meyer and J. Oestreich, 1981, MTI Teleprogram: "The Power Pinch — Sexual Harassment in the Workplace".) will continue.

Prof. Kathryn Saulnier
School of Social Work
The University of Manitoba.

Book campaign a team effort

In the February 1984 issue of the *CAUT Bulletin* there appeared an article on the recent El Salvador book campaign. I would like to take the opportunity to explain that the excellent showing of Dalhousie (with contributions of over $2,000. and 66 boxes of books for the library at the University of El Salvador) was essentially a team effort. Some 12-15 students gathered the books and packed them; University libraries provided material culled from the main stacks; and the Council of the Student Union offered to match whatever funds were raised by the Dalhousie Faculty Association. It was an invaluable experience for all concerned, and helped to make people a little more aware of the tragic reality of this impoverished country, fighting for its self-determination.

Prof. John M. Kirk
Dept. of Spanish
Dalhousie University.

CONCORDIA UNIVERSITY
ADMINISTRATIVE POSITION
PRINCIPAL
SCIENCE COLLEGE

The above position becomes available on June 1st, 1984.
Science College is one of seven multi-disciplinary colleges of the faculty of arts and science.
This limited term appointment may be of particular interest to recently retired senior scientists. Applications and nominations should be submitted as soon as possible.
For further information please contact: Provost Martin Singer at 514-879-7200 or at:

Concordia University
Faculty of Arts and Science
Sir George Williams Campus
1455 de Maisonneuve West
Room H401
Montreal, Quebec, H3G 1M8.

Govt. to impose "6 and 5" on higher education, despite CAUT protests

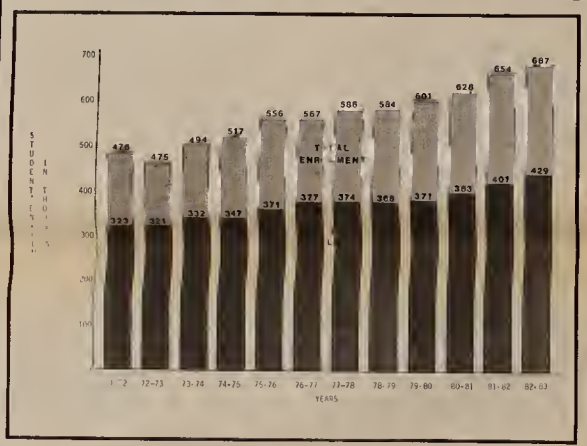
by Jill Greenwell

CAUT's recent appeal to a parliamentary committee against cuts in federal funds for education has fallen on deaf ears.

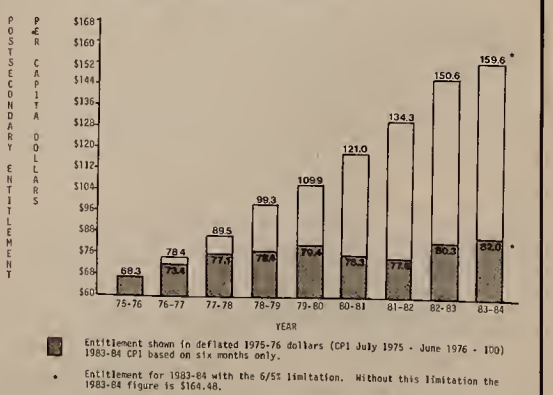
The Standing Committee on Finance is considering a bill limiting federal increases in post-secondary education financing to 6 percent in 1983-84 and 5 percent the following year. The imposition of the federal inflation restraint programme will leave the provinces with $118 million less this year for higher education than they would have received under the existing formula, and $216 million less for 1984-85.

CAUT cautioned the committee that the universities have become a battleground where federal and provincial competitive cost-cutting has resulted in each side blaming the other for the sorry state of higher education. Imposing six-and-five limits, they pointed out, will not persuade the provinces to put more money into the system.

Parliamentary debate of the proposed changes to the EPF Act has been extensive since the bill was introduced in late January. The attention is largely due to the quiet lobbying of opposition critics, in which CAUT and other educational groups have been engaged for sometime. However, the government is not expected to be swayed from trimming fiscal transfers and the legislation will likely be passed without major changes.



PER CAPITA ENTITLEMENT FOR POSTSECONDARY EDUCATION TRANSFERS UNDER THE ESTABLISHED PROGRAMS FINANCING ACT



B.C.'s universities only for brightest and richest?

by Michelle Morissette

British Columbia college and university students are gearing up to do battle with the B.C. government following its recent decision to eliminate its non-repayable provincial student aid grant program.

In the same budget speech in which he announced a five per cent cut in university operating grants, B.C. finance minister High Curtis also announced that as of April 1, 1984 B.C. will no longer provide grants to needy students. From here on in only loans will be available.

The move means that B.C. will be the only province in Canada which does not provide grants to students who can prove they or their families did not have the necessary funds.

Spokesmen for students at all three of the province's universities say that coupled with recent major tuition fee increases as well as a recent U.B.C. decision to limit its first year enrollment, the elimination of grants will turn B.C.'s universities into elitist institutions catering only to the brightest and the richest.

They also say they are no longer willing to take such an attack sitting down. Actions ranging from demonstrations, occupations, strikes, seminars and petitions are now being considered.

As things stood until the February budget speech, B.C., along with the remaining nine provinces in Canada, contributed to the joint federal-provincial student aid program in the form of non-repayable grants while the federal government contributed in the form of loans.

The maximum available in grants and loans for a single student for one year was $5,200 ($3,200 in loans, the remaining $2,000 in grants. This year the province forked out $16 million in grants to students who followed newly tightened criteria establishing need and inability to provide their own resources. Last year the province provided $22 million when existing budgets proved insufficient.

Education ministry officials said that students had been getting a "free ride for long enough" and should now be forced to obtain their funds through loans "just as if they were doing anything else".

Although the province has promised to set up a scholarship program based on academic achievement as well as a student employment program to help students earn extra money through the summer, the students themselves say these measures will barely touch the large numbers affected by the cancellation of the grant.

One third of the province's post secondary students receive financial aid in the form of loans and grants.

"There's no question that this is the greatest attack on post-secondary education ever," says Stephen Leary, chairman of the Pacific Region, Canadian Federation of Students.

Leary says the elimination of grants now means the average student will amass a debt of $20,000 in four years. Repaid over a 10 year period at a 10 per cent interest rate, the total would come to more than $34,000.

Members of all sectors of the post secondary education community, from students to university presidents, say cancellation of the grant program will discourage lower income students from attending university.

Hardest hit, they warn, will be students from outside the Lower Mainland, who are already less likely to attend university because of the high costs of room and board.

"B.C. already has the second lowest participation rate in Canada — ranking just above Newfoundland — and this latest disaster will definitely ensure that it falls to rock bottom," says Brian Stevenson, president of the University of Victoria's Alma Mater Society.

Figures published last year showed 9.74 per cent of B.C. students are in higher education institutions. The national average is 12.68 per cent.

"As I see it students will become one of B.C.'s biggest exports," says Kevin Russell, student society spokesman at Simon Fraser University. "Of course professionals will continue to be one of its biggest imports. There's no doubt the government wants to deter people from going to university because it costs money."

Howard Petch, president of the University of Victoria says he expects to see at least a five per cent decrease in first year applications next year. Since there was an eight per cent increase last year, this would mean a real decrease of 13 per cent, he adds.

"The impact will be greatest among students who live outside the metro areas and that is regrettable since they are already applying in fewer numbers."

A University of Victoria study shows there has already been a substantial decline in university attendance by students living outside the immediate Vancouver and Victoria areas.

In 1971-72, 17.2 per cent of students graduating from grade 12 within metro areas attended university compared to 10.7 per cent from rural areas. By 1982-83, 16 per cent of graduating high school students from metro areas attended university while only seven per cent of rural graduating high school students attended.

Petch says that until restraint was introduced there was considerable interest within the Council of Universities and cabinet in establishing relocation grants to students from outside the Lower Mainland.

Byron Hender, director of awards and financial aid at U.B.C. says he is concerned the changes will mean students will be faced with significantly higher debt loads.

"While the average aid student will be faced with an automatic $18,000 of debt, before interest payments start, there are a substantial number of students whose debt will be well beyond the average.

"Single parents and students taking five years to complete their basic degree will be facing closer to $28,000 of debt before interest is included."

Hender says the changes were so "far out of line with what is happening in the rest of the country" that there will definitely be a substantial decrease in the number of applicants for aid over the next few years.

Education ministry officials say students who are committed to receiving a post-secondary education will still receive the necessary financial support "only this time in the form of loans."

"The new program shouldn't stop any one from attending university," says Dick Melville, director of information at the ministry. "If their decision to go has hinged on whether they get a free $2,000, they probably wouldn't have gone anyway."

"A lot of students regarded the grant as free spending money and were surprised they got away with it as long as they did. Well, they had a bit of a free ride. Now we're tightening up the criteria to eliminate pro-

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Michelle Morissette is a B.C. education writer and a regular contributor to the Bulletin.

BARGAINING TALK
NÉGOCIONS

Negotiations at **Mount Allison** University and at the University of **Calgary** continue. At Mount Allison University the major issue left in dispute appears to be the meaning of tenure. While the parties agree that there ought to be tenure, it seems that the meaning of the term differs markedly. Among the specific items left in dispute in which the definition of tenure arises are dismissal (in which the dispute is one of whether cause must be proven before dismissal in keeping with the current Mount Allison practice or whether dismissal may procede prior to establishing proof of cause), redundancy (in which the employer seeks, among other things, the right to declare individuals as well as progtammes redundant), exigency (in which the employer seeks the right to lay-off for any "good faith" financial reason) and retirement (where the issue is whether or not to have mandatory retirement and, if so, at what age).

In addition to this major dispute about tenure, there are a number of other items including salaries (on which the employer has no known position), benefits and the definition of the bargaining unit to be resolved. The negotiations have been underway for a year and a half and some progress had been made on a variety of articles. The dispute over the meaning of tenure appears to be one which will be difficult to resolve.

At the University of Calgary, negotiations for their Agreement to Bargain Collectively appear finally to be drawing to a close. Among other items they are now negotiating a financial exigency provision and a dues check-off and hope to conclude by the end of April.

At the University of **Prince Edward Island** the matter of promotion in rank has been creating considerable difficulties. A number of applicants for promotion in 1982 who were denied promotion launched a group appeal. That matter is still pending. As a result, the 1983 promotions have yet to be processed and so too have the 1984 promotions. As part of the group appeal, an appeal committee of the Board of Governors determined a variety of common issues and recommended that an academic Promotion Appeals Committee be established which could assess the merits of the promotion applications. The Appellants and the President of the University have been attempting to negotiate a Promotion Appeals Committee for some months and it appears that negotiations may fail. If they are in fact unable to negotiate a Promotion Appeals Committee then the individual appeals would proceed to the appeals committee of the Board of Governors.

A **Sherbrooke** les quelques 250 chargés de cours votaient à 93 pourcent en faveur de la grève le 9 février dernier. Le conflit est d'ordre pécunier; le Syndicat des chargés de cours de l'Université de Sherbrooke (SCCUS) déplorant que les offres patronales sont bien inférieures à ce que recoivent les chargés de cours à Montréal et à Rimouski. La grève n'aura durée qu'une journée, soit celle du 27 février. En effet, les membres du syndicat affilié à la CEQ se réunissait ce jour-là et décidait de demander l'arbitrage du conflit. Comme c'est la première convention collective négociée par le SCCUS, le syndicat (comme l'employeur) peut demander l'arbitrage qui est alors obligatoire.

At the University of **Manitoba**, the Faculty Association has applied for certification for a group of part-time faculty whose major employer is the University. The Faculty Association has been considering the whole issue for several years. It found great difficulty in determining an appropriate bargaining unit. Some part-timers (such as doctors, lawyers, accountants) have little interest in collective bargaining with the University and have little community of interest with other part-time faculty whose major source of income is the work for the University.

At Brandon University, the Board of Governors dismissed the President in late November or early December. One of the issues that arose after the dismissal was whether or not the President had a tenured faculty position. Various news reports in the *Globe and Mail* and elsewhere indicated that the Faculty Association was investigating the matter. In late February, the *Globe and Mail* reported that the Faculty Association refused to "go to bat" for the dismissed President. A more accurate version would be that the Faculty Association indicated to the ex-President that if he wished to utilize the grievance procedure in the collective agreement as a means for asserting that he was a faculty member, he was free to do so. When he failed to exercise that option, the Faculty Association concluded that there was nothing they could do to assist the ex-President who is reported to be pursuing the matter in court.

The Faculty Association at the University of **Waterloo** has invited CAUT to conduct an inquiry into their various terms and conditions of employment. A two-person Committee of Inquiry consisting of David Mullan (Law, Queen's) and Donald Savage (CAUT Executive Secretary) have begun this inquiry. While the inquiry was instigated by the Faculty Association, it has the co-operation of the Administration. The February *Bulletin* included an article on the dismissal of Professor Leo A. Johnston from the University of Waterloo. It seems that the procedures followed in that dismissal met with less than enthusiastic support and, together with other concerns, prompted a wide-ranging inquiry.

EXECUTIVE DIRECTOR

The Confederation of Alberta Faculty Associations requires an EXECUTIVE DIRECTOR to direct the administrative function of the organization and to provide professional services to the governing Council.

CAFA is a provincial association which represents through its member faculty associations Alberta's 3,200 academics. Our goal is to promote the quality of university education in the province.

The candidate should have a thorough understanding of universities, their relations with government, and the work of faculty associations. A graduate degree would be an asset.

Salary range: $30,000-$40,000 Starting Date: Sept. 1, 1984 or earlier. The office of the Confederation is located in Edmonton. The position will remain open till filled.

Resumés should be sent to:

Mr. George Melnyk
Executive Committee, CAFA
748 Education South, University of Alberta
Edmonton, Alberta, T6G 2G5
(403) 432-5630

University tuition fees skyrocket in B.C.

by Michelle Morissette

British Columbia university tuition fees will be among the highest in the country next fall following the recent approval of major fee increases at all three of the province's universities.

However, further plans to increase fees by up to 100 per cent over the next few years at Simon Fraser and the University of British Columbia will mean that B.C. universities will soon be the most expensive post-secondary institutions in Canada.

Despite protests, petitions and briefs by students, boards of governors at Simon Fraser University, the University of Victoria and U.B.C. have recently approved tuition fee hikes ranging from 22 to 33 per cent. They have also approved differential fees for foreign undergraduate students who enroll for the first time in 1984-85, requiring them to pay 1 1/2 times the regular fee.

Simon Fraser's board of governors have also approved a motion to increase tuition fees over the next three years so that they will eventually make up 20 per cent of the university's operating expenditures. While U.B.C. held off making fees a given percentage of its operating expenditures, president George Pederson has indicated he will ask for additional fee increases of 32 per cent in 1985-86 and 29 per cent in 86-87, bringing total fee increases over three years to 126 per cent.

The current hikes mean that first year arts students will be paying $1,150 to $1,170 this fall, while first year students in Ontario universities (where a five per cent hike is expected) will be paying about $1,170. Further increases will bring tuition fees close to $2,000 by 1987.

For students, recently hit hard by a B.C. government announcement that it is cancelling provincial student aid grants, the increases mean yet another financial deterrent preventing many average income students from going to university. "When tied in with the removal of student grants, these increases mean that universities in B.C. will be a place for the sons and daughters of the rich," says Kevin Russell, SFU student society spokesman.

Brian Stevenson, president of the University of Victoria's Alma Mater Society, says it is obvious the government considers education a low priority "because it is obviously making a concerted effort to make it difficult for low and middle income people to go."

Denis Pavelich, president of the faculty association at U.B.C., says the association is opposed to the need to increase fees as a general philosophy because it has a negative effect on accessibility.

"But where that option becomes necessary in order to make up for a reduction imposed by the government then it is an option that is quite valid."

Presidents at all three universities say they are not pleased with the need to raise tuition fees and express concern that further increases over the next few years might indeed result in students from outside the Lower Mainland attending university in other provinces.

However, they stress the universities have very little choice in making the decision given the current financial deficits each of them are having to deal with.

All three universities plan to put a portion of the funds raised through tuition fee increases towards increasing financial aid to students. U.B.C. will put in $1 million of the $6 million raised while Simon Fraser and the University of Victoria are still determining the amounts.

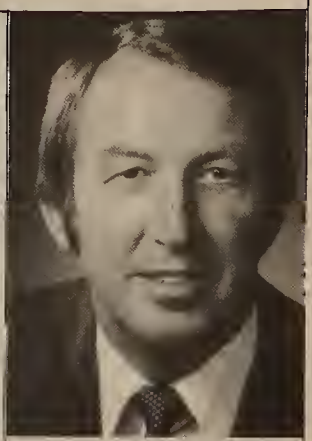
As well, each of the universities plans to put in 25 per cent of the extra money raised by foreign students differential fees towards financial aid for these students. There is considerable opposition to the fee increases, especially foreign student differential fees, which some termed "racist". The hikes, however, have been anticipated since last fall when presidents at all three universities warned that drastic measures would have to be taken to reduce projected deficits stemming from an anticipated six per cent cut in government funding over the next year. Legally B.C. universities are prohibited from running a deficit.

While the B.C. government only cut operating grants to universities by five per cent, calling for the extra money to be used to reduce projected fee hikes, all three universities are sticking by their original fee increases, taking the position that a five per cent operating grant cut still left them with a considerable deficit.

U.B.C.'s projected deficit has been lowered from $18 million to $15.5 million (the $6 million raised from fee increases will reduce that to $9.5 million) while Simon Fraser's shortfall stands at $5 million (reduced to $3.3 million after fee increases) and the University of Victoria's shortfall stands at $1.8 million ($1 million after fee hikes).

"We still have a $9.5 million shortfall which will have to be found by reducing the budget of academic and administrative units and it is inappropriate for the government to suggest that we add to that shortfall by rolling back fee increases," says U.B.C. president George Pederson. "It's obviously an effort to move the responsibility from the back of the government to the back of the university and we won't accept that."

U.B.C. is now in the process of determining which areas will be cut in each of its departments, with definite plans for layoffs throughout the university. However, Pederson says that some of the extra money the university had projected cutting would likely be used to increase some faculty salaries to prevent more departures to more welcoming academic climes.



U.B.C. President George Pedersen

Negotiations between the faculty and the university have been proceeding since November to determine criteria and procedures for the termination of appointment for financial exigency and agreement is expected within the next month.

Meanwhile, Simon Fraser is undergoing the same department cut projections. President William Saywell says the university has asked faculty to accept a pay cut in order to avoid layoffs. A letter has been sent to the faculty association but no reply has been issued.

As things stand now faculty salaries are expected to be frozen at existing levels.

B.C. universities — p. 7

fessional students."

Melville says there is no question of creating a remission program, such as exists in Alberta, where upon proof of completion of certain numbers of academic credits portions of the loan are forgiven.

He further adds that while the interest rate on the loan is still being negotiated with the banks the federal loan and provincial loans will be administered separately with students having two separate debts to repay.

Melville says that, while the ministry has not yet been informed on any of the details of the scholarship program, the new loan program represents the "third tier" for students.

"First the student must look to his or her own resources, second to the federal student loan program and now the provincial loan program."

Kevin Russell of Simon Fraser says there is growing anger among students. "The level of anger is getting higher and we won't see too much more passive complaining. It might take a while for the true impact of this to sink in but then I think we're going to see more protests and loud disagreements than we've seen in the past 15 years."

"First we're going to try and get the information out so that it's understood that education is being destroyed," said Nancy Bradshaw, student spokesman for U.B.C.'s Alma Mater Society. "Then we're going to try and find ways to put real pressure on the government."

QUEEN'S UNIVERSITY AT KINGSTON

Department of Civil Engineering

A tenure-track faculty position, beginning July 1, 1984, is available in the Department of Civil Engineering. Applicants must have a Ph.D. or equivalent in environmental engineering and must have the interest and ability to teach undergraduate and graduate courses. The successful candidate will be expected to provide leadership in the development of research in the environmental field through individual research projects and by supporting and initiating interdisciplinary activities with other specialty groups within Civil Engineering and with the departments of Chemical Engineering, Biology, Chemistry, Geography and Geological Sciences.

The appointment will be at the rank of Assistant Professor; salary is negotiable and will depend on qualifications. Queen's University is an equal opportunity employer but preference will be given, in accordance with Canadian immigration requirements, to Canadian citizens and landed immigrants. Applications, including names of three references, should be sent before April 30, 1984 to:

Dr. W. Edgar Wett
Head, Department of Civil Engineering
Queen's University
Kingston, Ontario
K7L 3N6

ALGOMA · UNIVERSITY · COLLEGE

Dean

Algoma University College invites applications or nominations for the position of Dean of the College. This appointment is to be effective as of July 1, 1984, or as soon as possible thereafter.

Algoma University College is a liberal arts college affiliated with Laurentian University, offering a three-year Arts Degree in several disciplines, and partial programmes in science, commerce, and social work. The status and programme offerings of the College may be enhanced in the near future should the institution become an integral part of a proposed new multi-campus university for northeastern Ontario.

The Dean, as the chief executive officer of the college, is responsible to the Board of Trustees for the day to day affairs of the college, for the co-ordination of the work of the academic divisions and units, and for the general administration of the college as a whole. The Dean should play a key role in programme development and in fostering scholarship and research.

Applicants or nominees should possess appropriate academic qualifications, demonstrated leadership ability, and a record of effective administrative experience. Competence in both official languages would be an asset. Term of office, salary, and other conditions of employment are subject to negotiation.

Deadline for applications is May 15, 1984. Send applications or nominations, marked "Personal and confidential", to

Dr. Richard J. Bezillon
Chairman, Dean's Search Committee
Algoma University College
Sault Ste. Marie, Ontario
P6A 2G4

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

The Algoma Alternative

University autonomy, academic freedom and tenure

Serious concern was voiced at the November, 1983 meeting of the CAUT Board about the lukewarm opposition of the Association of Universities and Colleges of Canada to the British Columbia restraint legislation. The legislation has the potential to restrict university autonomy, tenure and academic freedom in that province. Funding restraints have already seriously limited the ability of the B.C. universities to carry out their responsibilities.

The following motion was approved by the CAUT Board:

THAT the Board of CAUT request each and every member association to place before its senate/general faculties council, as a matter of urgency, a motion such as the following:

"The President or other university representative to AUCC is strongly urged to bring before the AUCC, and support, a resolution adopting as AUCC policy that, where governments enact legislation placing in the hands of chief executive officers and/or boards of governors of universities powers beyond those previously agreed between the employer and the employees concerning the matters of academic freedom, tenure, seniority, and/or financial exigency procedures, AUCC declare the exercise of such powers not to be in the interests of the Canadian university community. The Senate/General Faculties Council declares that in the event AUCC fails to adopt and act upon such a policy, the Senate/General Faculties Council undertake a review of this university's continued membership in AUCC."

CAUT has been informed of responses to the above motion by Brock University, University of Toronto, University of Manitoba, University of Waterloo, Carleton University, Laurentian University, University of Alberta, University of Regina, and the University of Western Ontario. The Board of FAPUQ has also adopted a unanimous resolution supporting the CAUT motion.

Display advertisements
pages 58, 59, 60

The University of Lethbridge

DIRECTOR
SCHOOL OF FINE ARTS

THE PROGRAM

The School of Fine Arts will be established on July 1, 1984, and will consist of three academic departments: Art, Dramatic Arts, and Music, as well as a Music Conservatory program. All departments are housed in the new $21 million Performing Arts Centre, which features the best in modern facilities for the Arts, including five theatres, Art Gallery, practice studios, and art studios.

Existing programs include the Bachelor of Fine Arts in Art and Bachelor of Music degrees; instructional support for BA programs in the Arts offered by the Faculty of Arts and Science; and specializations in the Arts offered by the Faculty of Education. A BFA degree in Dramatic Arts is under development.

THE CANDIDATE

The successful candidate will have a strong academic background; demonstrated success in Arts administration; a flair for innovation and development; and, an ability to work with a variety of constituencies.

This advertisement is directed toward Canadian citizens and permanent residents of Canada.

CLOSING DATE

Closing date for applications is May 15, 1984.

THE UNIVERSITY

The University of Lethbridge is a liberal education institution offering undergraduate degrees in Arts and Science, Education, Fine Arts, Management, Music, and Nursing. A Masters degree in Education begins this fall.

The University has a current full-time student population of 2,400 and offers instruction to 2,500 part-time students at locations throughout Southern Alberta.

THE CITY

Lethbridge is Alberta's third largest city and is located close to recreational areas in the Rocky Mountains.

APPLICATIONS

Interested individuals should forward résumés to: **J.H. Woods, President and Chairmen of the Search Committee, the University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.**

The University wishes to fill the position by July 1, 1984, or as soon as possible thereafter.

University centres for professors emeriti

by Robert G. Moore

The President of the Faculty Association at the University of Alberta requested CAUT to comment on their proposal for an Emeritus House. CAUT's search for material on the proposal led to Professor Dorfman's study, reported in *Research in Higher Education* 1980 and 1981.[1] She discovered that among University of Iowa professors residing in the Iowa City area continued contact and involvement with colleagues, research, teaching and publishing had beneficial implications for all concerned. Her studies of emeritus professors showed high levels of potential and actual professional activity in retirement. These findings confirm the merits behind the purpose, philosophy and advantages of the Alberta project as described below.

University of Alberta Emeritus House

Purpose: to act as a focus for and facilitator of continuing service to the university community by retired academic staff.

Philosophy: The nature of the academic enterprise suggests that some staff members will remain productive researchers and teachers after mandatory retirement. Moreover, their expertise is not easily replaced. The goals of university excellence make it essential that this resource be husbanded if at all possible, and to take advantage of its creativity.

Advantages: Retains intellectual capital as a community resource;
Provides an opportunity for continuing relationships with colleagues and research;
Provides a pool of expertise from which students may draw;
Gives the university the benefit of continuing commitment from well-known staff;
Opens the door for more creative use of retirement-age personnel;
Gives the university a group of people with recognized ability for use in community, provincial, national and international affairs;
Provides active resources for university as opposed to faculty or departmental affairs.

Requirements: Funding will be limited to providing space and secretarial support; it is not envisaged that the House would provide research underwriting. Much of the requirement will depend upon demand.

Information received from the University of Regina's Senior Education Centre indicated that a number of professors emeriti enrol in its programs. Others teach classes there in a wide range of fields. The University of Iowa example illustrates that with support by the university in the form of space, research facilities and library privileges, as well as secretarial assistance, this group can continue to provide their experience and special expertise to colleagues and students. The exchange of information on the intellectual contributions which have shaped many academic, professional and scientific fields and which have significantly influenced contemporary life can constitute a valuable gift to the university community. Their knowledge can also be extended to the public at large through open forums, technical fairs, debates or lectures.

In addition, the outside consulting pursuits of professors emeriti keep them informed of recent developments in their respective areas, business and public affairs. The provision of such institutional facilities, whether under the auspices of a gerontology program as at Alberta, or some other service as Regina's continuing education, would assist those individuals who wish to continue to be productive, active members of academic society after retirement. Better resources would facilitate their communications with colleagues of all ages campus-wide, as well as with faculty at university centres across the country.

The promotion of emeriti centres should be encouraged in our universities as part of continuing education, seniors', or other programs. The overall benefits certainly seem worth the costs of establishing and maintaining such projects.

1. Lorraine T. Dorfman. "Emeritus Professors: Correlates of Professional Activity in Retirement I & II. *Research in Higher Education* V.12, N.4 (1980): 301-16; V.14, N.2 (1981): 147-60.

Robert G. Moore is a Professional Officer with the CAUT.

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The struggle in the U.K. Universities

Surviving the cuts

by Laurie Sapper

United Kingdom universities experienced a gradual squeezing of finances during the late 1970's, but did not have to face a major financial crisis until 1981 when 18% of the total income of the university system was slashed. This was partly due to a reduction in the central government grant (which accounts for about 80% of university income) and partly to government insistence that overseas student fees be raised to such a level so as to cause many of these students to seek a higher education elsewhere.

The problem was exacerbated by the University Grants Committee (a government appointed body responsible for distributing government provided finance to individual universities) imposing the cuts on a differential basis amongst institutions. As a result some universities only experienced minimal cuts of a few percent whereas others had their income slashed by up to 30%. These cuts were to take place over a period of three years.

University reaction

Those universities experiencing minimum cuts, in the main, kept their heads down and lived with the minimum economies that they were expected to make. In other institutions however, panic set in. Vice-Chancellors (the academic and administrative heads of universities) talked wildly of immediate wholesale dismissals of staff or planned to use the excuse of the cuts to browbeat staff and to pay off old scores against departments and individuals.

Some protested loudly against the University Grants Committee's decisions as they affected their own universities but apart from some token changes, their protests fell on deaf ears.

Indeed, in announcing their cuts decisions, the University Grants Committee for the first time on such a scale, 'advised' universities on what departments to close and what courses to abandon. With the UGC holding the purse strings, this advice took on the nature of a directive.

Given that the wage and salary bill of universities represented some 70% of income, several thousand staff would have to be shed.

It was in this context that the UK Association of University Teachers had to act and react.

The AUT

The Association of University Teachers was particularly well placed to meet such a situation. Although individual branches of the Association in each university (called 'Local Associations) had a great deal of autonomy, it had long been recognized that it was desirable that the Association should act as a unitary body.

This was helped by the fact that for ten years the salaries and pensions of university teachers and related staff were negotiated nationally, through machinery on which the AUT was recognized by government and universities as the trade union with sole negotiating rights for all academic and related staff.

Furthermore, some 85% of all eligible staff (teachers, researchers, senior administrators and librarians) were members of the Association. Thus there had grown up a tradition of the local associations following central guidance on a whole range of major issues affecting university staff. The Association was also affiliated to the British Trades Union Congress and could call on other trade unions both inside and outside education for support.

The strategic decisions

After emergency discussions, the Executive of the Association proposed to its Council (the policy making body consisting of representatives from every local association) a two-fold strategy which was accepted.

First, there would be a general campaign against the cuts in finance and efforts made to co-operate with other unions in the public services to ameliorate cuts taking place right across the public sector.

Recognizing that this would be a long term task, it was also decided that the main task and thrust would be to prevent and fight against the compulsory dismissal of staff and to protect tenure.

On this latter issue, which has occupied the Association for the past period, different tactics were worked out. Although the tactics would vary from place to place it was decided to concentrate on the legal, political and financial fields accompanied by sustained publicity directed at both university staff and the general public.

The legal struggle

UK Universities are created by Royal Charters or by Acts of Parliament. In many (but not all) cases, tenure is recognized in these Charters and Acts whereby a university teacher can only be dismissed for 'good cause'. 'Good cause' does not include in its definition dismissal for redundancy or financial stringency.

The Association announced at the outset that it had earmarked all its reserves and would raise further funds to fight in the courts any attempt to compulsorily dismiss staff. At least £500,000 would be available if necessary for this purpose. It stated that cases would be fought to the House of Lords (the highest court) to defend tenure.

This led to informal approaches to the AUT by the Committee of Vice Chancellors and Principals (CVCP) representing the universities as employers, as to whether we would enter into a redundancy agreement after talks with the government to provide compensation for those who would lose jobs. The sums mentioned were well above the state's redundancy payments applied to the country's workforce as a whole.

The Association said it would only do so if redundancies were to be voluntary since we could not co-operate in a scheme that envisaged compulsory lay-off.

No agreement could be reached and the CVCP went to the government. Because it was recognized that AUT would create the utmost legal difficulties in defending tenure, a scheme was produced which was reasonably generous, and, for staff over 50, gave early retirement terms. This meant that up to ten years reckonable service could be added to existing

Laurie Sapper is a former general secretary of the Association of University Teachers.

service for pension purposes. Pension could be drawn immediately on early retirement.

The Association merely noted the scheme saying that if staff went voluntarily it could not object but it still insisted that no tenured member of staff should be forced to go.

Legal skirmishes did go on in a number of universities where Vice-Chancellors sought powers to compulsorily dismiss staff. The details are too complex to go into here but writs were issued in some cases and Charters were perused to use blocking devices of a constitutional nature. In each case however, the legal threat coupled with other tactics to be described, forced the universities concerned to back off. To date, tenure has not had to be tested in a full-blown court action.

Financial Strategy

The Association employed a firm of international management accountants to give assistance to its campaign within individual universities. Many institutions were claiming that numbers leaving voluntarily with compensation or on early retirement were not sufficient and that compulsory lay-offs could not be avoided.

The accountants analysed the books and in many cases showed these claims to be false. Meanwhile AUT Headquarters briefed the officers of each local association on how to read university balance sheets and how to uncover hidden reserves. They were shown how to draw up financial strategies to be presented to universities as alternatives to staff lay-off plans. In many cases these were accepted.

One important financial development shows the impact of the AUT campaign on the government.

Some university income (about 20%) comes from student fees. In the case of home students these are paid out of local authority public funding. AUT advised its members, if they could, to admit extra students to provide more income. Immediately, the government stepped in and *halved* the fees that could be charged to home undergraduates so that it would not be financially profitable to take in extra students. Shortly after, fixed student numbers were applied to each university as far as home undergraduates were concerned.

All those aspects of the campaign concerned with finance played a part in the struggle against compulsory lay-offs and made members conscious, perhaps for the first time, of how money was spent within their institutions.

Pressure within universities

The Association saw that battles could only be won if its members within institutions used all the constitutional processes to back up the campaign. Senates (consisting of heads of departments and some elected non-heads of departments) have a great deal of power and influence. Under university constitutions they have sole right of decision on academic matters and have delaying powers on many other decisions.

Special leaflets were produced for Senate members and consistent approaches were made to such people as issues arose within the universities. The governing bodies of universities (called 'Councils' in England, 'Courts' in Scotland) contain a number of non-university lay members and students. These were lobbied intensively prior to issues being decided on Councils. As a result many 'hawkish' Vice-Chancellors were stopped in their tracks. The general aim was to make the concept of compulsory dismissals anathema to an academic community and throw the advocates of this course onto the defensive. So intense was this pressure that in one institution the Vice-Chancellor publicly proclaimed 'At this university, compulsory redundancy are dirty words.'

For this aspect of the campaign, active AUT members had to convince colleagues and it was again through consistent argument at general meetings and leaflets to members that this was done.

Political and Publicity

It was recognized early on that to change the government attitude, action had to be taken on the political front. As a highlight of the campaign, arrangements were made for a mass lobby of Parliament accompanied by a rally of AUT members. This would have the effect, not only of putting pressure on the politicians but also bringing home to members a common sense of purpose.

Former AUT Executive Secretary Laurie Sapper

A hall in central London, right opposite Parliament and holding 3,000 people, was hired for a whole afternoon in mid-week.

Arrangements were made for special trains to bring members from all over the country into London. Speakers from all political parties were asked to attend the meeting and Vice-Chancellors were invited to sit on the platform to show support.

The theme of the meeting was 'Britain Needs Its Universities' and the theme of the lobby was for the government to ease the cuts it had imposed on the universities.

Such was the response that at least 12,000 out of the 34,000 membership of AUT poured into central London that afternoon. Two meetings were held in the hall in sequence. On both occasions the hall was packed. The queues outside of Parliament were the longest that had ever been seen and there was public reporting on national and local television, radio and press for a total of three days.

This was followed up by groups of members seeing members of Parliament in their constituencies on the basis of briefs prepared by AUT. The theme was taken up by AUT hiring spaces on buses in major cities in the UK to carry the campaign forward.

Parents of university students received special letters from AUT pointing out the effects of the government cuts, not only on their children who were attending university but on their younger offspring who might be seeking a university place in the future.

At the conferences ('conventions' in N. American terms) of the major political parties, 'fringe' meetings on higher education were held and attracted a great deal of publicity.

The question of overseas students was taken up with Commonwealth Governments prior to the Commonwealth Prime Ministers' conference and as a result, shortly after, UK government money was provided for a large number of scholarships for certain commonwealth students. This meant, quite apart from the social value of such a move, that some money was fed back into the university system.

Finally, the whole situation led to the AUT appointing on a paid basis, three members of Parliament as 'Parliamentary Consultants' to give continuing assistance to the Association.

Co-operation with other bodies

Through its affiliation with the TUC the AUT participated in general campaigns including a massive march through London of all the public service unions. The AUT had to see the cuts in the universities in the context of the governments general attack on public expenditure across the board. The AUT were particularly pleased to receive support from the National Union of Mineworkers — the most powerful union in the UK. The mineworkers had always shown an interest in education and supported the universities by speaking on AUT platforms and publicly declaring their sympathy with AUT. This did much to help break down the suspicion of universities as elitist institutions that many manual workers' unions possess.

Assessment

It has only been possible in this article to sketch in outline the struggle that had to be carried out. Another story needs to be written about the measures taken within institutions to preserve academic standards, to maintain research, to provide facilities — libraries etc. — at a reasonable level and to take care of students in the face of severe financial stringencies.

However, there is no doubt that the battle against compulsory redundancy and the shattering of the tenure system was won but in the process, universities and the staff took an awful lot of bruising.

Some 4,000 posts disappeared. Although for full time tenured staff this was achieved voluntarily and through early retirement, there is no doubt that pressure was put on individuals short of dismissal in some institutions to go voluntarily. Many part-time staff without tenure went and many on short-term contracts who normally would have expected their contracts extended, failed to obtain a renewal and went from the scene. This was the price we had to pay.

As a result of the campaign conducted by AUT, however, money has trickled back. Funds have been provided for the recruitment of what are known as 'new blood' appointments for younger academics, money was put into the pension fund by the government to pay for the early retirement scheme, funds were given (as has already been mentioned) to help a large number of overseas students.

There is no doubt that if the AUT had not campaigned as it did, in many institutions tenure would have been over-ridden, members of staff whose 'faces did not fit' would have been arbitrarily dismissed and departments would have been savaged beyond recognition.

Politicians and the public now realize there is a 'university lobby' and heed is paid to what AUT is saying and doing.

The traumatic events of the past three years have impressed on academics that in situations of crisis it is not good enough to put their coat collars up and hope that the wind will blow over. During the campaign, posters that went up everywhere proclaimed 'Someone else's university today — your university tomorrow. Someone else's department today — your department tomorrow. Someone else's job today — your job tomorrow.'

This theme, more than anything else helped to bind academics together in an alliance to defend a common purpose.

The future

Whether this unity will hold in the future will depend on the work that AUT does in the future.

There are troubles ahead. The government has presaged further cutting of public expenditure and in particular has mentioned the possibility of further reductions in the money allocated to universities. It is also pressing hard that the principle of tenure be constitutionally weakened by trying to drive through, institution by institution, constitutional changes so that financial stringency and redundancy become 'good causes' for dismissal.

At the time of writing, these pressures are being resisted almost everywhere but the fear is that academics will have become so battle-weary that gaps will appear in the defences.

The first battle has been won but all the signs are, unfortunately, that there are many more to come and only a united academic community will be able to prevail.

En 1981, les universités du Royaume-Uni ont fait face à une grande crise financière. Le revenu de tout le système universitaire a été réduit de 18 pourcent. Si certaines universités ont connu une réduction minimum, d'autres se sont vues exposées à subir des renvois massifs de personnel. Il a incombé à *l'Association of University Teachers* (AUP) du Royaume-Uni d'élaborer une stratégie de protestion contre les réductions de financement, d'empêcher et de combattre le renvoi obligatoire de personnel et de protéger la permanence de l'emploi.

From page one

Trudeau chose a major international conference on peace and security at the University of Guelph to announce his plan for peace. The Prime Minister too made a strong appeal for action on the issue. Not to work to reduce the threat of war, he said, would "amount to a form of escapism". He cited the Harvard Nuclear Study Group's view of escapism *(Living With Nuclear Weapons)* as a belief that nuclear weapons will go away, or that they can be treated like any other weapons in history.

"I would like to add a third form of escapism which we indulge in at our peril," he said. "That is the escapism of allowing shrill rhetoric to become a substitute for foreign policy, of letting inertia become a substitute for will, of making a desert and calling it peace."

The Acting-President of Guelph, H.C. Clark, explored the particular role of the universities in the nuclear debate. The traditional view of the university, Dr. Clark said, requires that it remain neutral on all political, economic and social issues, and that it "not actively encourage debate lest this be interpreted as an abandonment of its neutral stance".

But the universities, he said, cannot ignore the fact that they are composed of faculty members who are also human beings.

"The overwhelming argument," stressed Dr. Clark "is that the university is a human institution in a human world, dealing with individual human beings in its teaching programs, and it is human beings, not just neutral scientists, who conduct its research.

"The basic humanity of the university, therefore, requires the institution to be socially responsible, to act in a morally defensible way and not to ignore on grounds of neutrality major social and moral dilemmas."

All these speakers — university presidents, professors, politicians — agreed on one point: the arms race and the nuclear threat represents the single most pressing social and moral problem facing mankind.

Today, with world tensions high, the arms race bleeds the economies of nations and threatens to take a giant and dangerous leap into space. A growing number of academics across Canada are looking for ways in which they and their institutions can engage in the search for solutions.

The movement for peace and disarmament among academics underway in Canada today is not a new phenomenon. Back in the 1950s, it was members of our universities that took the lead in protesting the newly burgeoning nuclear arms race, and particularly the atmospheric nuclear testing by the major powers.

THE ROLE OF OUR UNIVERSITIES IN THE NUCLEAR AGE

by Helen Baxter and Christine Tausig

The Combined Universities Campaign for Nuclear Disarmament involved thousands of students and professors who participated in the '50s, along with other Canadians, in what have been called by York University professor Gerry Hunnius in *Our Generation Against Nuclear War** as "the largest demonstrations in Canadian history since the depression years".

At the start of the 1960s, the Canadian Campaign for Nuclear Disarmament (CCND; first called the Canadian Committee for the Control of Radiation Hazards) was formed. The campaign had a strong academic component. Although its focus was primarily educational, it circulated a major national petition against nuclear arms for Canada. The 150,000-name petition was presented to Prime Minister Diefenbaker in the Fall of 1961.

In his 1962 article in *Our Generation*, "Will Canada Lead?", Prof. Hunnius credits the CCND with having a major impact on the thinking of the public, politicians and the media of the day with regard to nuclear weapons issues. Before the Fall of 1959, he said, "the subject of defense was of little interest to the average Canadian". By the early 1960s, however, two provincial legislatures, major trade unions including the Canadian Labour Congress, and prominent newspapers and magazines including *The Globe and Mail*, the *Toronto Daily Star*, *La Presse*, *Le Devoir*, *MacLean's* and *Saturday Night* had given strong support to the call of the CCND for no nuclear arms for Canada.

Meanwhile, less visible but equally significant developments were taking place in Canada in the area of peace research. A handful of Canadian academics — braving an atmosphere in our universities at the time that was generally hostile to peace activists and researchers — quietly began to probe the norms and practices of war.

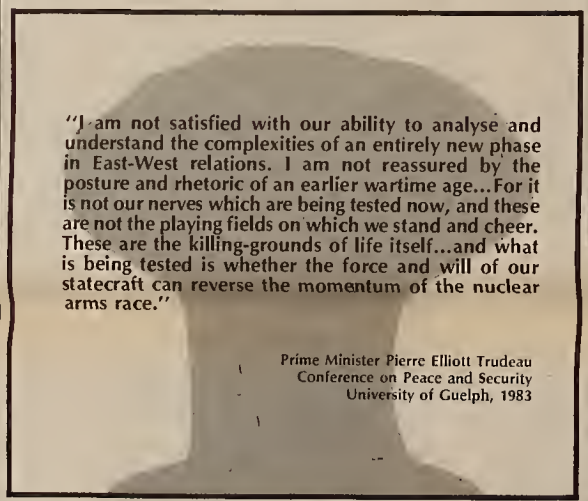
Hanna and Alan Newcombe and Norman and Patricia Alcock formed the nucleus of the small group of primarily physical scientists who sought to establish in Canada this new and vital field of academic research. Their involvement led to the establishment in 1962 of the Canadian Peace Research Institute in Oakville, Ontario. (Its original board of directors included a young Quebec intellectual and activist Pierre Trudeau.)

In 1964, the Newcombes started editing and publishing *Peace Research Abstracts* and in 1967 *Peace Research Reviews*, both of which continue to be published today.** They organized a peace research seminar on Grindstone Island, Ontario, which ran from 1963 to 1969, and then a summer school from 1970 to 1980, which was held for a period at Carleton University.

Prof. M.V. Naidu, a political scientist at Brandon University whose involvement in the university peace movement dates back a dozen years, says the Newcombes and Alcocks and the several others who supported their efforts are the true "pioneers" of peace research in Canada. According to Prof. Naidu, the Newcombes' and Alcocks' "total dedication" to peace research led to their early abandonment of their professional careers in chemistry and physics. With no private or government aid forthcoming in the field, they were forced to "live from hand to mouth". He points out that in the '50s and early '60s peace research was not considered a "respectable" pursuit for academics. In the wake of a Soviet-sponsored international peace movement, many Canadians, academics among them, looked with suspicion on similar developments in the West. The word "peace" was equated with communism and peace researchers were considered by many to be "commies", says Prof. Naidu.

"Only a few Canadians were courageous enough to begin the research."

It was in this context that Canada's first continuing university-based peace group was formed.


"I am not satisfied with our ability to analyse and understand the complexities of an entirely new phase in East-West relations. I am not reassured by the posture and rhetoric of an earlier wartime age... For it is not our nerves which are being tested now, and these are not the playing fields on which we stand and cheer. These are the killing-grounds of life itself...and what is being tested is whether the force and will of our statecraft can reverse the momentum of the nuclear arms race."
Prime Minister Pierre Elliott Trudeau
Conference on Peace and Security
University of Guelph, 1983

Canadian Peace Research and Education Association

The Canadian Peace Research and Education Association (CPREA), now based at Brandon University in Manitoba, was founded in 1966. As the first and only university-based peace group from the '60s that is still in existence today, it serves to bridge the gap between the earlier movement and the new peace movement of the 1980s.

CPREA was the creation of a handful of academics and peace researchers who met at a conference of the Learned Societies at the University of Sherbrooke in 1966. The small group, which included Hanna and Alan Newcombe, concluded that, for peace research to thrive, it had to attain both academic credibility and university support. CPREA was a first attempt to realize those goals.

Since its first year, CPREA has been working to establish a place for itself in the mainstream of academic life. In June 1983, it conducted its 18th annual meeting in Vancouver at the conference of the Learned Societies, of which it is a member. It is also affiliated with the Canadian Peace Research Institute, the International Peace Research Association, and is a member of the Social Science Federation.

Prof. Naidu of Brandon, who is the association's president (past presidents include Professors Charles Hanly of U. of T., P.J. Arnapoulos of Sir George Williams and Anatol Rapoport of U. of T.), points out that CPREA is the *only* member organization of the Learned Societies that deals with research and education in peace studies. Almost all members are academics and/or researchers. CPREA is not "a peace action body", he says, but "most, if not all, our members are involved in peace action movements in one way or another".

Membership in the association is open to academics, scholars, teachers, and researchers in the various disciplines related to the problems of war and peace. Its main objective is "to advance research and promote education in the causes of war and the conditions of peace". Specifically its aims are:

- ☐ To organize those engaged or interested in peace research or education in order to institute communication and contacts among them.
- ☐ To encourage the interdisciplinary study of war and peace in Canadian schools and research institutes.
- ☐ To cooperate in the popularization of knowledge about international conflict and its resolution.

In addition to participating in the Learned Societies annual conferences,

CPREA holds regional meetings, assists in the publication and delivery of papers of original research, and produces a number of ongoing publications. A quarterly journal *Peace Research* (originated and published for many years by CPRI) is highly regarded internationally, says Prof. Naidu. It is distributed in 34 countries around the world.

Prof. Naidu says that today, in certain circles, peace research "has become acceptable and even fashionable". But it is still difficult to get Canadian academics in general interested in the field, he says. However, he is clearly proud of the independent contributions made by Canadians in the area of peace research. He says that the work of Canadians, particularly pioneers like the Newcombes and Alcocks, has given our country a name in the field internationally. He adds that the Canadian peace research movement has served as an inspiration to researchers in other countries.

Science for Peace

It was 15 years before a second major peace group was to emerge on Canadian university campuses.

Science for Peace, a national organization of 500 scientists, centered in Toronto, had its beginnings in January, 1981. It was started by a small group of scientists at the University of Toronto who were deeply concerned over the implications for world peace of changes in defence policy in the United States.

The group's co-founder and president, U. of T. physics professor Eric Fawcett, says that the strongly militaristic bent of the Reagan administration convinced the scientists that they had to pay more than lip-service to the cause of peace. Formed in a climate of growing international tension, the new organization steadily attracted adherents from the physical and social sciences across Canada. Today, it is a truly national organization with members in every province. Local chapters in British Columbia, New Brunswick and the Waterloo region joined the Toronto group in 1983.

The stated objective of Science for Peace is "to conduct and encourage educational and research activities relating to the dangers of war waged with weapons of mass destruction, especially nuclear weapons". Activities are aimed at research and education involving members of the wider academic community and the public.

Dans des universités de tout le pays, des professeurs élèvent la voix pour demander qu'il soit mis fin à la course toujours plus intense aux armements. Ils sont d'accord sur un point: la course aux armements et la menace nucléaire constituent le problème social et moral le plus pressant auquel l'humanité est aujourd'hui confrontée. Leur message attire partout au pays un nombre grandissant d'universitaires qui cherchent comment ils peuvent eux et leurs universités participer à la recherche de solutions. Leurs efforts ont donné naissance à des groupements universitaires qui entendent inscrire le public des questions connexes aux armes nucléaires ainsi qu'à des cours universitaires relatifs à la paix et à la sécurité.

Toronto Chapter

The Toronto group, which numbers about 150, encourages discussion and debate through a series of weekly seminars featuring talks by members of Science for Peace, institutes of strategic studies, and by academics from various disciplines throughout the University. It also maintains a speaker's bureau, based on the seminar series, which provides expert speakers for radio, T.V., schools and groups concerned with peace and disarmament.

With support and funding from University College, at the University of Toronto, Science for Peace has been attracting world-renowned speakers including American economist Kenneth Boulding and James O'Connell, Professor of Peace Studies and Pro-Vice-Chancellor of the University of Bradford in England, to its public lecture series.

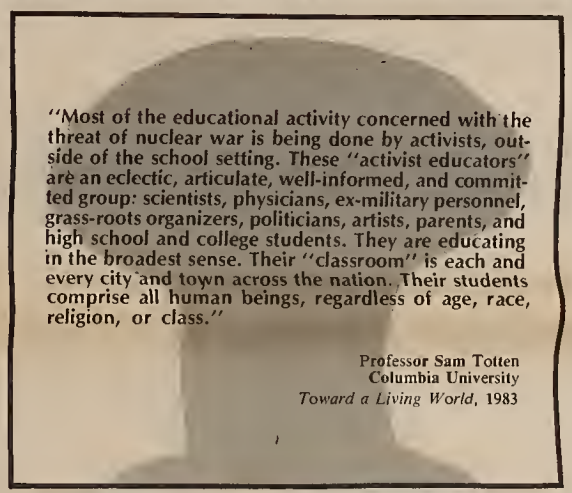
A major continuing project of the group concerns a proposal for an International Satellite Monitoring Agency (ISMA). The ISMA proposal was studied at the United Nations and has since been promoted in Canada by Science for Peace. Designed to provide a credible verification of arms control agreements, independent of the super powers, ISMA would be a world-wide service provided through the auspices of the United Nations.

The proposal has been forcefully promoted before the House Standing Committee on External Affairs and National Defence and in other forums by U. of T. chemist and arms control expert John Polanyi. The committee recommended in a 1982 government report "that Canada give affirmative support at UNSSOD (U.N. Special Session on Disarmament) II, with a view to our active participation in the agency." But the government's support has been undercut by its insistence on the co-operation and involvement in the pro-ject on the part of the two superpowers. Now, with the advent of the Prime Minister's peace plan and a new climate in Canada more accepting of peace initiatives, the organization is planning to renew its campaign on behalf of the ISMA proposal.

Another goal of the Toronto chapter is the creation of a Chair of Peace Studies at the University of Toronto. The Chair, to be funded by an endowment, will provide a tenured position for "a senior scholar of world class". Its occupant, who will hold a cross-appointment between University College and a department, will teach and carry out research on peace-related issues and will also co-ordinate interdisciplinary teaching and research.

While the University has approved the Chair in principle, it is not yet endowed, and financing it has proven difficult. Mathematics professor Terry Gardner, director of education for Science for Peace, believes the University has not given its whole-hearted support for the Chair because of a fear that its occupant may use the position for political ends. Prof. Gardner says that the Chair is not high on the University's priority list for projects seeking outside funding.

Recently, however, the project and its many sponsors — who include university presidents, senior academics, religious leaders and prominent writers, from across Canada — have received a major boost. Internationally respected peace expert Anatol Rapoport, professor emeritus of U. of T., will be taking up a position as professor of peace studies at University College. Dr. Rapoport, who recently left a four-year position as director of the Institute for Advanced Studies in Vienna, is widely regarded as *the* pre-eminent scholar in the field of peace studies and an outstanding professor emeritus of U. of T. The high calibre of the man and of his scholarship, Prof. Gardner believes, will convince both the academic and wider community of "the respectability of the endeavour" and of "the role for high quality research" in this area at the University.


"Most of the educational activity concerned with the threat of nuclear war is being done by activists, outside of the school setting. These "activist educators" are an eclectic, articulate, well-informed, and committed group: scientists, physicians, ex-military personnel, grass-roots organizers, politicians, artists, parents, and high school and college students. They are educating in the broadest sense. Their "classroom" is each and every city and town across the nation. Their students comprise all human beings, regardless of age, race, religion, or class."
Professor Sam Totten
Columbia University
Toward a Living World, 1983

British Columbia Chapter

The B.C. Chapter of Science for Peace was organized in May 1982 by scientists and engineers "anxious to use their training as researchers to aid the disarmament movement". It has an executive committee and several study groups charged with researching and preparing reports on issues such as the implications of the cruise missile, the economic effects of the arms race, strategies of nuclear war and the implications of the sale of the CANDU reactor. The group has directed considerable effort at informing the public and politicians about issues relating to the cruise missile. Its 1983 report *The Cruise Missile — A Canadian Perspective* is widely regarded as a major contribution to the subject. The report was first released in February 1983 at Vancouver City Hall before the mayor and members of city council and then distributed across Canada.

U.B.C. microbiologist George Spiegelman is chairman of the B.C. Chapter. Prof. Spiegelman says his group is making plans for a major symposium on disarmament to be held jointly with Physicians for Social Responsibility, (an organization of doctors dedicated to the raising of public awareness of nuclear weapons-related issues). It will take place in conjunction with PSR's national annual meeting scheduled for this October in Vancouver and is expected to attract major figures in the peace and disarmament movement.

.Prof. Spiegelman believes the issue of peace demands a broad agenda. It requires coming up with alternative ways of dealing not only with the struggle between East and West, but North and South as well. He says that peace is not studied sufficiently. The subject must be made an integral part of university curricula *and should be given the necessary support by government.*

"The problem of peace should be worked on with the same intensity as the problem of war."

New Brunswick Chapter

The New Brunswick Chapter, with its nucleus in the Faculty of Science at the University of New Brunswick, has members from a range of disciplines in all the universities in the province as well as in the broader community. Its numbers include U.N.B. President James Downey.

Their goal is to educate "as many people as possible" about nuclear war and its consequences. To this end, they have been distributing articles and newsletters on nuclear weapons-related issues throughout the community. The group's chairman, Israel Unger, a U.N.B. chemistry professor and a former president of the CAUT, says members have been making effective use of the media in the province to inform the public of the issues.

"The media have only been hearing from the hawks," Prof. Unger says. "Now, we are presenting an alternative point of view."

Last year, they saw the unanimous endorsement and adoption by U.N.B.'s Science Council and Faculty Senate of the *Declaration on the Prevention of Nuclear War* of the Vatican's Pontifical Academy of Science. Prof. Unger points out that Karel Wiesner of U.N.B.'s Chemistry Department, and an active member of Science for Peace, is the only Canadian professor who is a member

of the Academy. The only other Canadian member of the prestigious group of world scientists is Nobel laureate Gerhard Herzberg, a physicist with the National Research Council and a director of Science for Peace.

Waterloo Chapter

The Waterloo chapter of Science for Peace is part of the Waterloo Region Peace Network, a coalition of about 15 local groups working for disarmament. It participates in the activities of the network by providing information on nuclear weapons issues and helping with educational activities in the community. On campus, it has an ongoing program of lectures and films featuring expert speakers from the University of Waterloo and the wider Waterloo community.

The Waterloo branch has a particular interest in helping to prepare local members of parliament to deal effectively with the issues and has met with each member to offer assistance and information. Waterloo University professor John Hepburn, the chairman, says his branch intends to keep its contacts with politicians going. He says members plan to formulate a questionnaire designed to determine the views of the M.P.'s on various nuclear weapons-related issues. The questionnaire will help the group to establish where additional information may be needed.

It has also investigated the University of Waterloo's policies on investment and defence-related research in an unsuccessful attempt to encourage the University to take a stand against secret research. Prof. Hepburn says it is the confidential aspect of the research that bothers him. He believes that the nature and results of research that goes on at the university should be of the sort that can be openly published, otherwise... "we just become another place where the army can do research".

Through its many activities and projects, Science for Peace has made important contributions to the nuclear weapons debate in Canada. Its leaders, however, retain doubts over the group's potential impact in terms of its ultimate goal: a reduction in the threat of nuclear war. They believe the organization has helped to focus the actions of those who were already committed to the cause of disarmament but that many more dedicated people are needed. And they believe that scientists have a particular responsibility in this area.

Prof. Fawcett says there is "an urgent need for all scientists, for academics and for professionals, to help in stopping the arms race".

"It is no longer enough for a small number of dedicated scientists and others to work toward disarmament," he says. "It is the duty of *all* to become aware of these issues, and many scientists through their specialized knowledge have a responsibility to take action."

McGill Study Group for Peace and Disarmament

The McGill Study Group for Peace and Disarmament followed close upon the heels of Science for Peace. Formed at McGill University in the spring of 1981, it was officially recognized by the University in September of that year.

Like Science for Peace, the McGill study group is the creation of a small number of academics knowledgeable about nuclear issues and deeply concerned over the growing threat to world peace; these individuals as well as non-academic members of the group have made the countering of that threat a priority in their lives.

Donald Bates, professor in the history of medicine and the study group's chairman, says he was first drawn to the issue while conducting research in the Far East in the mid-1970's. There he saw first hand the devastating economic and social effects of arms proliferation in developing countries where the priorities of health and education were being subordinated to military demands for more weapons.

"Never mind if the bomb goes off," he says, "the world is dying from cancer of the arms race."

The "terrible moral agony" he says he experienced while witnessing the amount of harm being done in "the pre-button world" propelled him, on his return to Canada, to get involved in the movement for disarmament. He joined the Physicians for Social Responsibility, and was the driving force behind the creation of the McGill study group.

Membership now numbers 250, including academic and non-academic staff at McGill drawn from a full range of disciplines. The group, with its diversity of disciplines and sense of common purpose, "functions as a university should function", says Prof. Bates. "It is the ultimate interdisciplinary issue ... there is no discipline that cannot make a contribution to this problem."

Like Science for Peace, the organization's activities to date have depended on the volunteer efforts of a small number of dedicated people. However, a recent highly successful membership drive has given it a much-needed boost of support and energy.

The aims and priorities of the study group are directed at education and research in the area of peace and disarmament, with an underlying goal "to permeate the University with a sense of the importance of these issues, generating as much involvement by as many people as possible". It has three on-going activities: research seminars, public lectures and an information centre. It also undertakes special projects, such as an all-day symposium on the "Medical aspects of nuclear war" which it co-sponsored with the department of continuing education, and a research project to explore the question "What would happen to Canada in a nuclear war?". The results of the latter project have been published in *Canada and the Nuclear Arms Race* (James Lorimer and Co., 1983) and have been presented in slide-tape form of which 30 sets have been sold to interested groups across Canada.

From its inception, the study group has put a priority on the development of an information centre and reading room on campus in order to make material on peace and disarmament readily available to members of the academic community and the public. Director of the centre, Janet Joyce of McGill's Botany/Genetics Library, says the information centre has been operating on a minimal budget. Since receiving an initial financial boost in the form of a $3,000 non-renewable grant from the division of arms control and disarmament at External Affairs in 1982, it has been dependent on private donations to build its resources.

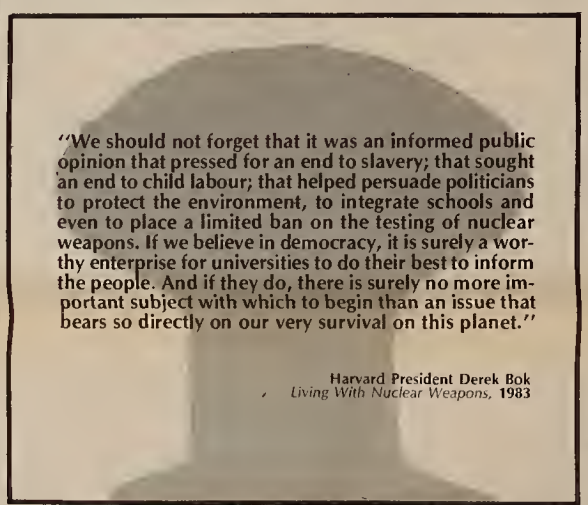
The centre has managed to keep afloat with the support of a volunteer staff, largely composed of students, and has been gradually increasing its collection. Now, with additional funds available from the membership drive, members plan to improve the centre to make it a truly useful service to the University and the public.

The information centre was started and nurtured during its first year of existence by David Smith, dean of the faculty of education. Prof. Smith's involvement with the study group and the information centre in particular is a natural outgrowth of his professional focus on peace studies in relation to education. As director of the centre, he encouraged the promotion of its resources to reach out to high schools in Quebec. Material from the centre, primarily relating to sources of information on peace and disarmament issues, was sent to high schools throughout the province, and members of the study group spoke on the issue at parent/teachers meetings in the Montreal area.

While the link between peace studies and education is a clear one, Prof. Smith believes the peace issue has relevance for all disciplines. And, like Prof. Bates, he is convinced that the majority of academics can make a significant contribution to the cause of peace.

"There is considerable freedom of choice in our universities, particularly in the area of research," Prof. Smith says. Academics in the areas of psychology, history, religious studies, physics...all can look at the relationship of their subject to the building of peace.

"One can study war and one can study peace." It is a choice that cuts across all disciplines, he says.


"We should not forget that it was an informed public opinion that pressed for an end to slavery; that sought an end to child labour; that helped persuade politicians to protect the environment, to integrate schools and even to place a limited ban on the testing of nuclear weapons. If we believe in democracy, it is surely a worthy enterprise for universities to do their best to inform the people. And if they do, there is surely no more important subject with which to begin than an issue that bears so directly on our very survival on this planet."
Harvard President Derek Bok
Living With Nuclear Weapons, 1983

University Nuclear Disarmament Organization (Alberta)

A fourth university-based organization dedicated to action for peace has recently emerged at the University of Alberta. Organizers say the University Nuclear Disarmament Organization (UNDO) plans "to maximize the expertise on this campus and to have a tangible and visible presence" in the province of Alberta.

The idea for UNDO began to germinate last November in discussions held by a number of senior academics at the University including a vice-president, a former vice-president, and several deans and chairmen of departments. A meeting was called for a Friday afternoon to discuss plans for an organization "similar to Science for Peace". A major backer, Gordin Kaplan, U. of A. Vice-President (Research) and a former president of CAUT, says the 100-seat meeting hall was packed with interested faculty members. Since the November meeting, 400 academic and non-academic staff at the University have responded to a circular distributed by the group.

Bob Crawford, chairman of the chemistry department, is interim chairman of UNDO. He says the primary thrust of the new group will be aimed at "peace through fewer weapons rather than more".

"We all recognize the horrific nature of nuclear weapons".

Prof. Crawford points to the "Star Wars" plan of the Reagan administration as an area of particular concern — a venture already underway in university laboratories in the U.S. involving the development of space weapons for the destruction of satellites and ballistic missiles. Many experts say that the program, if allowed to proceed much further, will launch an extremely dangerous new phase in the arms race.

Prof. Crawford says UNDO will focus on the area of public education, including educating members of the provincial legislature. He says they "will definitely be talking to members of the cabinet" and he has hopes of "getting the message through" on the nuclear weapons issue.

For his part, Dr. Kaplan says he expects UNDO to have a clear impact in the province within the next few months. He believes Albertans will be particularly responsive to the nuclear

weapons issue as a result of the testing of the air-launched cruise missile over their soil.

"People realize Alberta is the site of the testing of the cruise, so that brings it home."

Dr. Kaplan stresses that one should not underestimate the potential impact of a group such as UNDO. He points to the considerable influence 20 years ago of the Canadian Committee for the Control of Radiation Hazards, a national organization composed of scientists at Canadian universities. As a key figure in the committee, Dr. Kaplan worked in close association with a group of American scientists, headed by Nobel Peace Prize winner and world-renowned scientist Linus Pauling, to bring an end to atmospheric testing of nuclear weapons by the U.S. Dr. Kaplan attributes President Kennedy's 1963 decision to unilaterally ban atmospheric testing (the Soviets followed suit some months later) directly to pressure exerted by the university scientists in the two countries.

Other national organizations with academic ties

There are several national organizations in Canada concerned with peace and disarmament which are not university-based but have strong ties to the academic community. Chief among these are: Physicians for Social Responsibility and Veterans for Multilateral Nuclear Disarmament.

Physicians for Social Responsibility

Physicians for Social Responsibility has approximately 2,000 members across Canada, the majority of whom are academics or associated with university medical centres. It is essentially an educational organization which aims to alert physicians and others to the implications and dangers of nuclear weapons proliferation. According to Prof. Bates of McGill, the basic tenets of its teachings are:

- ☐ There can be no meaningful survival in an all-out nuclear war.
- ☐ There can be no medical response in a nuclear war.
- ☐ There can be no meaningful defence in a nuclear war.
- ☐ The only approach that humanity can take is prevention of a nuclear war.

The organization has given its clear support for certain specific measures designed to reduce the threat of nuclear war:

- ☐ A bilateral, verifiable negotiated freeze on nuclear weapons development.
- ☐ A comprehensive test ban treaty.
- ☐ The establishment of a nuclear weapons-free zone in Central Europe.

Physicians for Social Responsibility is a member of the 60,000-member worldwide organization International Physicians for the Prevention of Nuclear War (IPPNW).

Veterans for Multilateral Nuclear Disarmament

Veterans for Multilateral Nuclear Disarmament was started in March 1982 by four Halifax veterans, all of whom are closely associated with the academic world. According to its chairman, Prof. C.G. Gifford of Dalhousie University's Maritime School of Social Work, the organization's goals are: "To seek to increase Canada's national security and to strengthen the hope that our children and grandchildren will have a future. We believe these aims require us to contribute to the growing 'grassroots' campaign for nuclear disarmament."

The group's membership, which includes a significant number of academics, now numbers about 225 across the country. A British Columbia branch held its first meeting in December, 1983.

Activities to date include publishing advertisements signed by veterans, holding press conferences on the cruise missile and other nuclear weapons issues, preparing a 1983 "Common Statement" giving the group's analysis of the arms race and Canada's potential role in ending it, providing speakers for public meetings and participating in rallies.

At a recent press conference, the veterans' group came out strongly in support of a nuclear weapons freeze. Members say they will push for an all-party agreement in Parliament on the issue. As a first step in this direction, they say, Canada should break its agreement to test the cruise missile and stop making contributions to its development.

The nature of international armed conflict, if it were a disease, would be described medically as pandemic — prevalent throughout the world. Within our formal university system, diagnosis, prognosis and treatment of this global disease has fallen to what is described in course calendars as Strategic Studies, International Affairs, Peace Studies, and Soviet and East European Studies. They are the inter-disciplinary mortars within which such ingredients as political science, history, economics, sociology and international law are ground.

At Canadian universities, the study of war and peace is closely linked but there are few formal programs in either war or peace studies. Academics in fields including strategic studies, peace studies, political science, international relations and Soviet and East European studies are examining the nature of conflict and the possibilities for its resolution — often from very different points of view.

Strategic studies

Perhaps the most direct link at Canadian universities to a military viewpoint — outside of military colleges — is the field of strategic studies. However, according to George Bell, president of the Canadian Institute of Strategic Studies and vice-president for external relations and university development at York University, strategic studies is a much misunderstood field. Many people believe that strategic studies is concerned largely with "war games" and classic military studies. In fact, says Dr. Bell, the field is much broader.

As Rod Byers, director of York University's graduate research program in strategic studies, points out, even those who work in strategic studies do not agree on a common definition. "People who work in the field cover such a broad spectrum," Prof. Byers says. They run the gamut from "military supremacists" who want to achieve a military victory over the Soviet Union, to the "moderates" whose primary emphasis is on enhancing national security, to the "disarmers".

The York program serves as a research base for the Canadian Institute of Strategic Studies, a nonpartisan organization aimed at developing government and public interest in national security.

"We're looking at national security in its broadest sense," Dr. Bell explains, adding that it is just as important to have plans ready to deal with natural disasters such as earthquakes or floods as it is to prepare what needs to be done in case of war.

York University

The York research program, which defines strategic studies as any issue related to international and national security, is split into four streams. The first includes projects which focus on "classic" military strategic studies including Canadian defence policy, arms control and conflict studies. The second examines economic factors affecting Canada's national security such as energy, transportation and natural resource strategies. The third stream highlights alternatives to warfare such as diplomacy and negotiation, while the fourth, just approved in January by the university, will focus on regional conflicts and conflict resolution.

The research program, according to Prof. Byers, represents the largest concentration of academics in any Canadian university in the area of strategic studies. Eight faculty members are directly involved. They work along with 14 affiliated faculty who are interested in various aspects of strategic studies, three research associates and six graduate students funded by the program.

As well, other graduate students are pursuing master's and doctorate degrees in political science with a specialization in international relations, which contains the "subfield" of strategic studies.

In addition to publishing research results and carrying out projects, the program also sponsors a series of conferences and workshops. Each year, for instance, in co-operation with the International Peace Academy, a New York-based non-governmental organization, the program runs an international peacekeeping seminar. This year the seminar attracted about 40 graduate students, foreign service and military officers.

Last April, York hosted a workshop on Canada's defence and invited academics involved in strategic studies and peace activists to discuss their assumptions and policy solutions. At a similar conference in November, 36 government officials, military officers, strategists and peace researchers met to discuss "realism and radicalism" in Canadian defence policy.

"One of the reasons we held the November conference was to break down the communication barriers (between the peace movement and those involved in strategic studies)," Prof. Byers says. It's an "unfair assumption" to say that everyone in the peace movement is in favor of unilateral disarmament while those involved in strategic studies are hawks.

"We hope to break down some of the inaccurate stereotypes. Unfortunately, the spectrum of views is so extensive that there are people in both areas (the peace movement and strategic studies) who don't even want to communicate."

The study of how to achieve and maintain peace is as important in military and strategic studies as is the study of war, according to Dr. Bell. The Canadian Institute of Strategic Studies, he says, has sponsored major public seminars to discuss disarmament and arms control.

"Each one of us would like to see the

> **"The need to educate the world to the altered circumstances of the nuclear age has been with us for a quarter of a century. Some progress has been made. However, the greatest effort of education lies ahead...The greatest danger of nuclear war...stems from the fatalism of those who believe that the actions required to avert disaster can only be taken after the meaning of nuclear cataclysm has been made fully apparent — forged in the fire of the holocaust. This denies the very elements in a civilization — such as human compassion and creativity — that make it worth saving."**
>
> U. of T. Chemistry Professor John Polanyi
> *The Dangers of Nuclear War*, 1978

levels of nuclear weapons lowered. The problem is, we don't want to create new risks."

International Affairs

Many academics involved in strategic studies, Dr. Bell for one, became interested in the field through their background in international affairs.

Centres and institutes specializing in international affairs are located at universities across the country. Many universities also offer courses in the area through their departments of political science.

Major centres dedicated to the study of the relationships between countries are the University of British Columbia's Institute of International Relations, Dalhousie University's Centre for Foreign Policy Studies, Queen's University's Centre for International Relations, Carleton University's Norman Paterson School of International Affairs, the Centre for International Studies at the University of Toronto, and Université Laval's Centre Québécois de relations internationales.

Undergraduate students can take bachelor's programs in international relations at the University of Windsor and U of T's Trinity College. There are no Ph.D. programs in international affairs in Canada. Students who wish to pursue a doctorate usually attend schools in Britain, the United States or Switzerland.

Centre fnr International Relations
Queen's University

Nils Ørvik, director of the Centre for International Relations at Queen's, calls his a "shoestring institute". Established as an interdisciplinary research centre in 1975, the centre has an academic staff of six to eight professors who pursue research in the areas of national and international security, European studies, and Arctic area studies. The research is funded by the Department of National Defence and External Affairs, as well as private organizations such as the Donner Foundation, with the university providing the infrastructure for the centre.

The centre is aided in its research efforts by two "defence fellows", sent by the United States and West Germany to join the centre's staff for 10 months each year. The fellowships are funded by the defence ministries of each country and help to provide a "different perspective".

In addition to research, Prof. Ørvik believes that centres such as his play an "enormously important role" in providing balanced public information. The centre mounts major conferences, such as last fall's meeting on the question of NATO and nuclear weapons, which attracted 100 faculty, students and representatives of Kingston-area military institutions. The centre's researchers also take part in radio and television panels and speak to interested groups as part of their service to the community.

"We have the expertise to provide a balanced point of view," explains Prof. Ørvik. "We don't try to convert them to anything. We just show them all the alternatives."

A major stumbling block for the centre, however, is a lack of funds. Speaking engagements outside the Kingston area are few, since researchers must pay their own costs for out-of-town trips. Research topics, too, are limited because of the centre's dependence on contract research.

Much more scholarly work is needed in the area of war and peace studies, Prof. Ørvik argues, and particular attention should be paid to Canadian aspects of these issues. "We need a good study on the issue of cruise missile testing in Canada," he states. "We need to know what the facts of the situation are. We don't want to just take the government's facts at face value."

Trinity College
University of Toronto

At Trinity College, one in every six students enrolled in the undergraduate program in international relations is a visa student and that, says co-ordinator John Kirton, already plays an indirect role in alleviating international tensions.

"Most Canadians have an enormous bias in looking at the world," Prof. Kirton observes. "We always hear about the American view of international affairs. It's enormously valuable (for the students) to hear other views".

At Trinity, about 350 students are currently majoring or minoring in international relations. The program was established in 1976 and is now the twelfth largest specialist program at U. of T. The program ties together existing courses in fields such as political science, history, economics, Middle East and Islamic studies and East Asian studies. Students also take a fourth-year seminar in Canadian foreign policy. When needed courses are not available at the university, program staff "talk departments into" mounting new courses.

Students in international relations are strongly encouraged to be bilingual and to spend their third year abroad in countries such as Australia or Mexico.

According to a recent survey of past graduates, about one-third are in careers in private sector businesses, often after completing further education such as an MBA. One-quarter are now working in government jobs, mostly for the federal government. The rest have chosen legal careers, graduate work in international relations, travel, or are looking for work.

The international relations program boasts an active extracurricular base. Public addresses by guest speakers usually centre on topics such as the Middle East, disarmament, nuclear arms in Europe, or cruise missile testing, says Prof. Kirton.

Norman Paterson School of
International Affairs
Carleton University

Carleton University's master's program in conflict and conflict resolution, a branch of the Norman Paterson School of International Affairs, is a "straddler" between academics involved in strategic studies and those in peace research, says the program's coordinator John Sigler.

Established in 1970, the program was originally built around a research chair funded by the Department of National Defence (now no longer located at Carleton). The chair was held by now retired General E.L.M. Burns, who was the first Commander of the United Nation's Emergency Force in the Sinai. Thus began the program's emphasis on alternatives to conflict such as negotiation, peacekeeping and bargaining. This emphasis has continued and, in fact, has become stronger over the past few years.

"In a period where the United States has put so much emphasis on the use of force in statecraft," Prof. Sigler says, "there is even more incentive for us to look at the process of negotiation and peacekeeping." He notes that peacekeeping is a "uniquely Canadian contribution" to managing world tensions, begun by the late Prime Minister Lester Pearson, who won a Nobel Peace Prize for his efforts, and now continued by Prime Minister Trudeau.

"Canada is held together by negotiation," he says wryly. "We're experienced in constant political negotiations."

The dozen students admitted to the one year program must all take a core seminar in conflict and conflict resolution. Some then take regional courses, focusing on conflict in the Middle East, for example, while others attend courses in foreign policy or strategic studies.

The students also take part in a one-week simulation, run each year by the school with the help of a team of senior diplomats from the International Peace Academy, a New York-based nongovernmental organization.

The simulation takes the form of a conflict with territorial and economic aspects centred in a fictitious Third World country. Carleton students act as the UN Security Council for the week, aided by advice from ambassadors and high commissioners from Ottawa embassies. The simulation, "enormously challenging" for the students, also helps keep the program's faculty in touch with the UN community and the international diplomatic network.

After graduation, many of the program's students are hired by their own country's foreign service. Some choose to go to law school to continue their education in negotiating skills, while others are hired by international banks or major corporations to act as political advisors.

A major stumbling block for the Carleton program in the future may be the Ontario government's recently introduced policy of charging much higher tuition fees to visa students.

Until this year, half of the students enrolled in the program were usually visa students. Now, says Prof. Sigler, enrolment of visa students stands at a "token" 10 per cent.

The effect on the school, he maintains, is "terrible". "Peer group impact is always very important, and this school was always one of the most international." Now, he says, Carleton looks more like the American schools of international affairs, which have a very homogenous composition.

Peace and Conflict Studies

Peace is not an easy concept to grasp, nor a simple subject to explore. It is not simply the absence of armed conflict, although that is a necessary component of peace. Nor is it just a utopian vision — elegant but unrealistic. Like its opposite, war, it is at once a product, a process and a policy. But where many nations and institutions study war, few have yet applied themselves to peace.

The study of peace is a relative newcomer to the formal curricula of Canadian universities. It began as a rather narrow and modest area of study a dozen years ago. Since then, peace studies and research have evolved into what most practitioners in our universities view as a broad, multi-disciplinary field directed at issues of war and peace.

Johan Galtung, in «A critical definition of peace research» *(Our Generation Against Nuclear War*)*, says peace research is directed towards the understanding of conditions that may prevent inter-national and inter-group violence, and those that may further harmonious and creative relations between nations and other groups of people. As a result, says Dr. Galtung, «peace research has two sides, one negative and one positive, corresponding to the two sides of any good definition of *peace*, as absence of war, as non-war; and peace as a working, interacting relationship based on mutual exchange for mutual benefit.»

There is only one other comparable area of study in the history of human science, says Dr. Galtung, and that is medicine.

«Peace research is cross-disciplinary, cross-ideological, controversial if necessary, theoretically oriented and concerned with applicability, and should be above the units with which it deals, the units that engage in peace and war and peace again: the nations.»

Peace and Conflict Studies
University of Waterloo

There is only one university in Canada which offers a full program of peace studies — the University of Waterloo. The Waterloo Peace and Conflict Studies Programme (PACS) is described by its director, Philosophy Professor Conrad Brunk, as «the first, and at present the only, undergraduate degree program in peace studies at a Canadian university». It was approved by the University Senate in 1977, although several peace studies courses had been offered as part of the curriculum as far back as 1970.

The program was started by one of Waterloo's affiliated colleges, Conrad Grebel College. The college serves as the administrative centre for the program and offers the core courses in the curriculum. It provides the director and several full-time faculty positions in peace and conflict studies. Eight «participating departments» contribute to the program, which leads to a University of Waterloo degree: History, Man-Environment Studies, Philosophy, Political Science, Psychology, Religious Studies, Social Development Studies, and Sociology.

Among the range of topics in the PACS courses are the following:

- ☐ The positive and negative functions of conflict in society.
- ☐ The relative influence of social (learned) and genetic (unlearned) factors in human aggression and violence.
- ☐ Causes and conditions of war and other forms of social hostilities.
- ☐ Types of violence and the nature of «peace».
- ☐ Ethical and religious issues in the use

of war, violence, force and coercion as responses to conflict.

- ☐ Social implications of arms races and militarization.
- ☐ Strategies of conflict resolution and management; e.g. mediation, arbitration, nonviolent direct action.
- ☐ Models for world order and international peacekeeping.
- ☐ Strategies of peaceful social change.
- ☐ History and thought of Christian pacifism and nonresistance.

Central to the curriculum are the problems of the international arms race, militarism, the threat of nuclear war, and alternative systems of security. These are also subjects of an on-going research project in which students and a full-time peace researcher are involved under a funding arrangement with Project Ploughshares (a peace and disarmament project of the Canadian Council of Churches).

The program offers three degree options for undergraduate students: Honours, a General Program, and a minor in PACS. No student may major in PACS alone, but is required to major in one of the traditional disciplines, such as political science or economics. The PACS course package is added to provide a «concentration» or minor in Peace and Conflict Studies.

Prof. Brunk says a major reason for this requirement is that peace studies is viewed by the University as being "truly interdisciplinary". It is concerned with a problem area — human conflict and its management — that is studied by "a variety of disciplines, from a variety of viewpoints, and with varying methodologies".

An important result of this approach, says Prof. Brunk, is that students develop some expertise in at least one of the traditional disciplines. At the same time, through the peace studies component, they are being encouraged to evaluate the "biases and presuppositions inherent in their discipline".

In this respect, peace studies, as developed at Waterloo, represents a radical departure from the more traditional study areas of strategic studies and international affairs.

Strategic studies, says Prof. Brunk, tends to analyse the situation as it exists and then takes "a technical reading of that situation". It is generally "uncritical of the functioning paradigms" in international relations such as the need for a balance of power, the use of force, the strategy of deterrence. That approach, says Prof. Brunk, rests on the Hobbesian dogma, which holds that man's nature is fundamentally warlike. "The nuclear impasse that we face," he says, is "the direct logical result" of this assumption.

Prof. Brunk says peace studies, on the other hand, is "philosophically critical in its approach". It questions the axiom that political power rests essentially on the use of force and violence, and it challenges "prevailing views about the sources and remedies for destructive human conflict".

It is this aspect of peace studies that may give it an edge in cutting through the dilemmas surrounding the arms race and the threat of a nuclear holocaust.

Prof. Brunk says many of those concerned with peace and security "tend to err on the two opposite sides of the question". On the one side, the so-called realists operate from "a superior position with all the hard facts" at their disposal. They are so preoccupied with "the real world" that they rarely question the fundamental assumptions that support their analyses. On the other side, the idealists, in their pursuit of a nuclear-free, war-free world, ignore the realities of the present situation. They believe that "we can immediately change our policies" and that somehow a better world will be in view.

Peace studies, says Prof. Brunk, occupies a central position between these two extremes. Its practitioners must be cognizant of the "real world" but must also be able to break out of "entrenched patterns of thought" about that world. And, "without becoming enthralled by ideals", they must possess an ideal vision to guide them on a path to a better, safer existence for mankind.

The central problem of peace studies, then, becomes "how to get from here (the real world) to there (the ideal world) without risking oblivion".

The Peace and Conflict Studies Programme at Waterloo is widely regarded by academics in the field as a success story in a relatively new, unorthodox area of study — one which is still being regarded with suspicion by many professors in other fields and by university administrators. There are a number of reasons for its success, says Prof. Brunk. Chief of these is the fact that the PACS program has, from the beginning, enjoyed strong support from both the university and the Waterloo community. Conrad Grebel College is an institution of the Mennonite Church, one of the "historic peace churches" which adhere to Christian pacifism as a basic doctrine. Predictably, the Waterloo area, with a strong Mennonite presence, has traditional values of non-violence and peaceful co-existence. Its values, therefore, coincide with and reinforce those of the program.

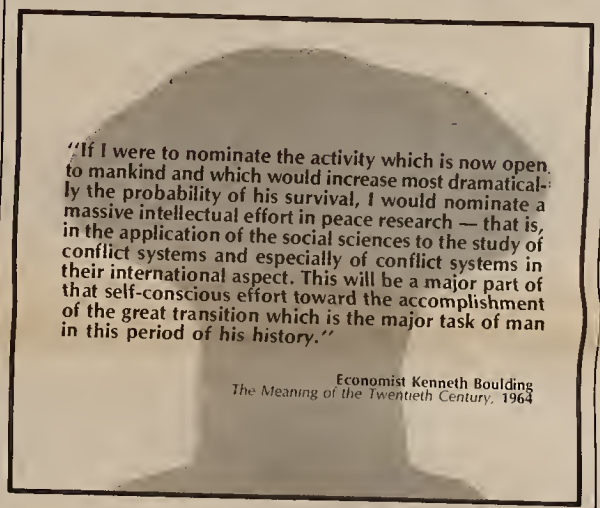
Prof. Brunk says that the University also gives the program "exceptional support from the top down". Because of the requirement that students major in one of the traditional disciplines, other departments do not view peace studies as competing with them for students, but rather as attracting students *into* their departments, he says. Furthermore, the situation has tended to break down the barriers between disciplines and fostered co-operation and strong communications among the various disciplines and study areas.

Such an atmosphere of support and co-operation, both from the community and the university itself, is necessary for peace studies to thrive, says Professor Brunk.

Courses in Peace Studies

Concern over the speed and direction of the global arms race has spurred the introduction of a variety of peace studies courses in universities across Canada.

The University of Guelph is into its second year of a hugely successful second year undergraduate course on "The arms race and arms control in the Nuclear Age". Historian Gunnar Boehnert and political scientist Henry Wiseman have been attracting overflow crowds to the one-semester course since it was introduced in January 1983. Next year, the university plans to add a senior undergraduate course in the same subject area at the third or fourth year level.


"If I were to nominate the activity which is now open to mankind and which would increase most dramatically the probability of his survival, I would nominate a massive intellectual effort in peace research — that is, in the application of the social sciences to the study of conflict systems and especially of conflict systems in their international aspect. This will be a major part of that self-conscious effort toward the accomplishment of the great transition which is the major task of man in this period of his history."
Economist Kenneth Boulding
The Meaning of the Twentieth Century, 1964

Brandon University introduced a course on "World peace: problems and prospects" in 1983. Queen's and Mt. Saint Vincent also now offer courses in the peace studies area. Anatol Rapoport will be teaching a course at U. of T. in "Decision making processes" (in the context of national security and the arms race) starting this Fall, while St. Thomas University plans to introduce a course on the "Economics of the arms race". Many other universities have started, or are planning to start similar courses.

Canadian universities have been encouraged to introduce peace studies courses by Canada's first ever Inter-University Workshop on Peace Education held at York University last November. It was sponsored by Science for Peace, University College (U. of T.) and the Institute for Peace and Conflict Studies (Waterloo). The aim of the workshop was to "explore the appropriate form and content of peace education to be introduced into Canadian universities and colleges in response to the urgent need to address the danger of war waged with weapons of mass destruction". The considerable success of the workshop has resulted in plans for a second one to be held at Brock University in May (for details, see page 19.)

Soviet and East European Studies

Soviet and East European Studies is the area where scholars address most closely the problems plaguing relations between the Soviet bloc countries and the West. The most important aspect of this relationship is the nuclear arms race and the threat of nuclear war.

Degrees in Russian or Slavic studies from the undergraduate to the Ph.D. level are available at a number of universities across the country. There are two universities in Canada with centres devoted to Soviet and East European studies — Carleton University in Ottawa and the University of Toronto.

Centre for Russian and East European Studies University of Toronto

The University of Toronto's Centre for Russian and East European Studies is a graduate research centre that brings together 63 faculty members in disciplines such as Soviet and East European languages, history, political science, economics and geography to tackle a wide variety of issues.

In addition to multidisciplinary research projects, the centre offers a graduate diploma program in Soviet and East European studies, a research degree which students can take in conjunction with their work in another discipline.

The field of Soviet studies is extremely important in an era of growing world tensions, says *Gleb Zekulin*, director of the centre. "It doesn't matter if you look at the Soviets as an enemy or a friend." As friend or foe, one must have a "deep thorough understanding" of the Soviet system and its aims, says Prof. Zekulin, as well as a knowledge of the country's culture and the traditions that guide it.

Soviet studies at Canadian universities, however, are reeling because of the "incredible" amount of money being poured into this field in the United States. Development of the field of Soviet studies began in the U.S. after the Sputnik satellite was launched in 1956, but levelled off during the detente years. Now, both Berkeley and Stanford University have received about $6 million from private funds to develop Soviet studies, notes Prof. Zekulin. Columbia University has received $11.1 million and Harvard has earmarked $100 million to be raised in its next fundraising campaign for the field. In addition the U.S. Congress is currently considering a bill which would set aside $50 million for Soviet and East European studies.

"In the U.S., they've finally realized that they don't know enough about their main partner in world affairs," Prof. Zekulin says.

A number of Canadians — both professors and graduate students — have left Canada recently to take advantage of the riches being distributed south of the border.

To make matters worse for Canadian scholars, since the invasion of Afghanistan by Russian soldiers in February 1980, all government funded

academic exchanges between Canada and the Soviet Union have been suspended.

"Our graduate students are in a very difficult position," Prof. Zekulin says. "Our future specialists have no chance to spend time in the Soviet Union and get to know the country and people". He maintains that the freeze is having "catastrophic" results. Academic vacancies in the field are now being filled by Americans or Britons. These countries allow academic exchanges with the Soviet Union and thus their scholars know the field better and have access to material not available to Canadians.

The twin problems of underfunding and lack of exchanges represent "a very sad chapter in the history of our discipline in Canada", Prof. Zekulin states.

"The few specialists we have left here will probably soon be lured to America by the money. This has hit us hard. The future of this field is being jeopardized."

Institute for Soviet and East European Studies Carleton University

Carleton University offers the only other multi-disciplinary training ground for Sovietologists in Canada. According to the University, the Institute for Soviet and East European Studies (ISEES) began in 1963 as a committee "to foster interdisciplinary studies, host conferences and sponsor research and publications in Soviet and East European affairs".

It was transformed into the present day institute in 1971. ISEES has grown steadily since that time, with student numbers almost doubling in the past two years to its present total of 62 full-time students. Of these, 44 are undergraduate and 18 are graduate. As well there are numerous part-time and qualifying students attached to the various programs.

The graduate student program is aimed at developing proficiency in Russian affairs. One of the two core seminars, "Politics and Literature in the U.S.S.R. and Eastern Europe," examines questions of social realism, religion, and dissent, and the writing and rewriting of history. The other, "Interaction of Foreign and Domestic Politics in Eastern Europe, 1918-1968," examines domestic political trends and the major crises of international affairs in Eastern Europe, with special emphasis on the Cold War period of 1943-1948.

The undergraduate honours program requires each student to take extensive Russian language training. Students may choose from over 40 courses offered in art history, geography, history, law, economics, political science, international affairs, sociology and Russian literature. An honours research essay is written in fourth year. A recent variation in the curriculum includes a combined honours program in Soviet and East European Studies and journalism.

The institute benefits from Carleton University's direct student and faculty exchange program with universities in several Soviet-bloc countries. Larry Black, professor of history and the institute's chairman, says it is the only such direct exchange program in Canada. It is funded entirely through mutual arrangements between the guest and host institutions and is therefore safe from the whims of government funding policy. Each year, two students from Carleton (usually from the institute) spend ten months conducting research projects at the University of Leningrad with two Soviet students spending a similar term on Carleton's campus. Two additional students attend the Academy of Sciences in Budapest, Hungary, and the University of Warsaw in Poland. Faculty also take part in the exchange for one to four month periods.

Over the years, the institute has established, through a series of public seminars and lectures, a role for itself in public education. Internationally acclaimed experts in a variety of related fields have attracted audiences of several hundred to the Carleton campus. Academic staff from the institute also give talks to smaller groups of local residents in off-campus locations. The lectures and seminars cover a wide range of topics such as East-West trade, Soviet military strategy, national minorities, political dissent, economic reform, and Soviet and East European history and literatures.

ISEES has also sought to establish an educational role for itself in the Ottawa circle of government policy makers. But, while members of the wider Ottawa community have responded enthusiastically to the rich offerings of the institute, the bureaucrats and politicians have not.

Prof. Black says he believes the Soviet specialists at Carleton could perform an important function in informing parliamentarians and Ottawa bureaucrats on important developments in Soviet society and East-West relations. He says ISEES has made overtures to both these groups.

In 1981, for example, the institute offered to hold courses for staff at External Affairs working on Soviet and East European issues. It received a "thanks, but no thanks" response. In September 1983, with East-West tensions on the rise, the institute wrote 60 members of parliament in the three major parties, including the party leaders. It offered to arrange for special seminars for the parliamentarians to help them "judge international incidents, and general East-West relations, on the basis of their own knowledge". Prof. Black says that of the 60 only 15 acknowledged the letter, and of those just a handful reacted positively to the offer.

Recently, at the invitation of NDP member Nelson Riis, staff from the institute met with several members of the NDP caucus and their staff for a discussion of the issues. While the interest of this small group was encouraging, Prof. Black says the considerable expertise among academics in this important area is largely "wasted".

"It's politicians that make the decisions, and we're not part of the decisions".

Government neglect of ISEES extends beyond a lack of responsiveness to its educational offerings, says Prof. Black. More seriously, it concerns a disastrous state of underfunding which threatens to cripple the institute. As of the 1983-84 academic year, the effects of government underfunding, which Prof. Black emphasizes are "at crisis level", are numerous and varied:

- ☐ It is becoming increasingly difficult for the institute to hire new faculty and to provide enough courses and thesis supervisors to maintain its high standards.
- ☐ The availability of on-going research projects administered by the institute — on East-West trade, the contemporary Ukraine, the Warsaw Pact, and the origins of the Cold War — is being reduced.
- ☐ The recent hike in foreign student fees has put the future of an international presence in the institute in jeopardy. Prof. Black says that this academic year, for the first time ever, there have been no foreign students at the institute, despite lots of good applicants. This development, which results directly from the fee hikes, is bound to have a profoundly negative effect, he says.
- ☐ The budget for the public lecture series has been slashed, making it almost impossible to attract any future participation of prominent, internationally-known scholars from outside Canada. In fact, Prof. Black says, the institute won't be able to go "beyond Toronto or Montreal" for knowledgeable speakers.

The result of the current situation is that the ability of the institute to maintain its academic programs, to provide enough first rate Sovietologists for External Affairs and the Department of Defense — which are the main employers of its graduates — and to continue its public education function is being seriously threatened.

In an article appearing in Carleton's *This Week*, Professor Black says that, while money is now being poured into Soviet-related research and studies in the U.S., the Canadian government is continuing to ignore the importance of learning in this area. Like Professor Zekulin, he stresses that the recent upsurge in interest south of the border makes the neglect in Canada all the more serious. He points to the unique position that Canada occupies vis-a-vis the U.S. and the Soviet Union.

"Canada has had an important vantage-point on the Russian-U.S. conflict. In theory at least we should be able to study the Soviet Union and its East European allies with greater dispassion. Yet our unique position is being allowed to go to waste due to underfunding and general apathy.

"The death of Leonid Brezhnev in November 1982," he said, "was marked by a nearly frantic effort on the part of the Canadian media to find persons qualified to make credible judgments on current events in the U.S.S.R. and their implications for East-West relations. It was discovered that the once relatively common Sovietologist is now a seriously endangered species".

Other programs

There are several universities in Canada that, while lacking separate departments, offer degrees in Slavic or Soviet studies. Manitoba has a B.A. program and Alberta B.A. and M.A. programs in Soviet and East European Studies. Ottawa has B.A., M.A. and Ph.D. programs in Slavic Studies. And U.B.C. offers Russian, Slavonic, and Slavonic Area Studies.

Fourteen Canadian universities offer degrees in Russian language and literature: Queen's, Brock, Concordia, Regina, Université de Montréal, Laurentian, U.B.C., Dalhousie, Alberta, Saskatchewan, Toronto, Waterloo, Windsor, Manitoba.

Federal government funding

The Canadian government provides research funds for the study of war and peace through two major sources: the Department of National Defence (DND) and the Department of External Affairs.

Department of National Defence

A system of research chairs at universities across the country is DND's major contribution to the field of strategic studies.

The Canadian military spends about $330,000 annually to fund the chairs, in an attempt to ensure that universities "develop a domestic competence and national interest in military and strategic studies", according to DND's Lt. Col. William Hamilton.

However, the military does not dictate "in any way" what university researchers choose to do with the money, points out Lt. Col. Hamilton. In fact, the universities receiving the funds are chosen by a committee of academics from across the country.

There is a "fierce competition" for DND funding among Canadian universities, he says. "Generally twice as many apply as we have money to give out."

In 1982-83 (the most recent figures available), DND sponsored research at five graduate centres: the University of British Columbia, the University of Calgary, Queen's University, Université Laval and Dalhousie University. Each received $66,000.

Researchers used the funds to examine a broad range of issues, many concerned more with political or economic rather than strictly military aspects.

At Queen's University, for instance, the funds go to the Centre for International Relations to investigate issues such as the strategic, economic and political aspects of military bases in foreign countries. At Calgary, research ranges from subjects such as the significance of the high Arctic region to the changing constraints of Arab Gulf countries. Laval's focus is on the balance of power between the superpowers, between Warsaw Pact and NATO countries, and within the Third World. Dalhousie, in keeping with its Halifax location, specializes in maritime issues including the law of the sea and the role of naval power in military strategy. UBC's Institute of International Relations uses the funds to pursue extensive interests in Canadian and international politics.

DND also provides funding for undergraduate programs or courses, with the recipients again chosen every year by a committee of academics. Last year York University, Acadia University and the University of New Brunswick received $33,000 each to help fund programs such as York's program in

strategic studies, Acadia's visiting professorship in military and strategic studies, and UNB's Centre for Conflict Studies.

DND also provides bursaries for master's students. (Twelve were chosen in 1982-83 to receive $7,500 each.) Their interests range from the security of the North Atlantic Ocean to Canada's strategic opportunities in space.

In all, DND spends about $622,000 a year to fund research at Canadian universities, with another $9,000 earmarked to administer the program. This, as Lt. Col. Hamilton points out, is "just a fraction" of the money spent by the United States' military at American universities.

The DND-sponsored research carried out at Canadian universities is not classified; researchers are free to publish any findings through the normal academic process. "We don't put a prior claim on the output," says Lt. Col. Hamilton. "(Although) we are free to use the research in the same way as any private citizen would".

Recently, for example, copies of a paper on mountain warfare prepared by German army Major Gerhard Schepe, a visiting fellow at Queen's Centre for International Relations, were distributed by DND to Canadian field commanders. "We certainly find the research (conducted by Canadian universities) useful," Lt. Col. Hamilton comments.

In addition to the program of research chairs, National Defence conducts research at its own Operational Research and AnalysisEstablishment in Ottawa. DND also supports Canada's three military colleges (Royal Military College of Canada in Kingston, Ontario, Royal Roads Military College near Victoria, British Columbia, and Collège Militaire Royal de St-Jean at St. Jean, Québec). About 600 officer cadets are enrolled at RMC alone; most major in engineering with military aspects of any subject stressed whenever possible.

Department of External Affairs

Since 1979, the federal government has also provided a fund for contract research on arms control and disarmament through the Department of External Affairs.

The fund, which began with a modest $100,000, was established following the United Nations' Special Session on Disarmament in an attempt to promote both research and public information activities. This year, the fund contains $338,000, and in last December's Throne Speech the federal government pledged to increase it "substantially".

The government's major interest, according to Ron Cleminson, head of External's verification research unit, is in the area of arms control verification. In many cases, studies funded by the department go beyond the purely theoretical into supporting actual negotiations or developing technology or equipment that could be used to monitor disarmament.

Universities "absolutely" have a role to play in the area of arms control and disarmament research and negotiations, says Mr. Cleminson. Academics are not preconditioned to expect certain findings, he points out. "They have a balanced view...the most scientifically accurate view one can find."

One example of research sponsored by the fund is a report prepared by H.B. Schiefer, chairman of the toxicology group at the University of Saskatchewan, who went to Southeast Asia to investigate allegations of "yellow rain" (the use of chemical weapons such as mycotoxins in Laos and Cambodia). Dr. Schiefer's report, which concluded that illnesses and injuries that took place at the time of alleged chemical warfare attacks could *not* be explained by naturally occurring diseases and which also called for improved controls of biological and chemical warfare, was submitted by the Canadian government to the UN Secretary-General.

Other research contracts under the fund include a study of the legal aspects of arms control in outer space conducted by McGill University's Institute of Air and Space Law and an examination by Université Laval's Centre Québécois de relations internationales of the impact of disarmament on the Canadian economy.

External Affairs also provides funds for conferences, such as the recent international conference on peace and security at the University of Guelph or, on a smaller scale, a public lecture series at Saint Mary's University and a symposium on disarmament at Saint Francis Xavier.

The first successful testing of the atomic bomb in Almagordo, New Mexico, in 1945 altered the course of human history forever. Nuclear experts and observors of world affairs point out that even if nuclear weapons were eradicated from the face of the earth, the knowledge of how to make the bomb will still be with us.

Journalist Gwynne Dyer, producer of the highly acclaimed NFB series "War", has said that to avoid war in the Nuclear Age we must develop "armies for peace", as large and sure in their purpose as those devoted to war.

Others, including Prime Minister Trudeau, have emphasized that the Roman maxim "If you want peace, prepare for war" is bereft of meaning in the Nuclear Age. To achieve peace, they say, we must prepare for peace.

It is here that our universities have a critical role to play, as teachers, as researchers, and as moral leaders in society. They can provide expertise and direction in shaping new priorities; they can instruct our young people in the arts of waging peace.

*The quarterly journal *Our Generation Against Nuclear War* was founded in the Fall of 1961. An editorial in the first issue stated the journal was "devoted to the research, theory, and review of the problems of world peace and directed toward presenting alternative solutions to human conflict, eliminating war as a way of life". In 1983, Black Rose Books published *Our Generation Against Nuclear War*, an anthology of essays from the journal, edited by Dimitrios Roussopoulos.

**The *Peace Research Abstracts Journal* and the *Peace Research Reviews Journal* are published by the Peace Research Institute — Dundas: 25 Dundana Ave., Dundas, Ontario. L9H 4E5; (416) 628-2356.

INTER-UNIVERSITY WORKSHOP ON PEACE EDUCATION II

Brock University, St. Catharines, Ont. May 11-13, 1984

SPONSORED BY: World Federalists of Canada/Science for Peace/Canadian Peace Research and Education Association/Physicians for Social Responsibility/Peace Research Institute-Dundas

We are pleased to announce a sequel to last November's successful Inter-University Workshop on Peace Education: to be held at Brock University, May 11-13, 1984. IUWPE II will be distinguished from its antecedent by:

- ☐ greater Canadian representation on the panels of experts.
- ☐ better critical balance. (We will hear from experts in International Affairs, some of whom can be expected to argue that to the extent that "Peace Studies" has any justifiable place in the university curriculum, it is alive and well under their auspices. This will provide the opportunity for some lively and thoughtful exchanges.)
- ☐ greater capacity: 100 participants instead of 40 — without the sacrifice of intimacy: there will be small workshop sessions.

IUWPE II will share with the November Workshop its:

- ☐ concentration on matters of substance
- ☐ use of specific models
- ☐ concern for excellence
- ☐ outstanding quality of speakers, panelists and other resources.

There will be a more extensive display of relevant publications than in November.

While it is too early to present a complete confirmed list of speakers, there is one intimation of excitement and success that we must share: Anatol Rapoport, now of University College, University of Toronto, that most senior and accomplished of Canadian thinkers, will participate as speaker and critical discussant, throughout the workshop.

SCIENCE FOR PEACE

President: Prof. Eric Fawcett

Address: c/o University College, University of Toronto, Toronto, Ont., M5S 1A1; (416) 978-5217.

Chairmen of Chapters:

British Columbia — Prof. George Spiegelman, c/o Dept. of Microbiology, U.B.C., 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5; (604) 228-2036.

Waterloo Region — Prof. John Hepburn, c/o University of Waterloo, Waterloo, Ont., N2L 3G1; (519) 885-1211/3785/3845.

New Brunswick — Prof. Israel Unger, c/o Dept. of Chemistry, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3; (506) 453-4783.

McGILL STUDY GROUP FOR PEACE AND DISARMAMENT

Chairman: Prof. Donald Bates

Address: McGill University, McIntyre Medical Sciences Bldg., Rm. 422, 3655 Drummond St., Montréal, Oué., H3G 1Y6; (514) 392-4330.

UNIVERSITY NUCLEAR DISARMAMENT ORGANIZATION

Interim Chairman: Prof. Robert Crawford

Address: c/o Dept. of Chemistry, University of Alberta, Edmonton, Alberta, T6G 2E8; (403) 432-3249.

CANADIAN PEACE RESEARCH AND EDUCATION ASSOCIATION

President: Prof. M.V. Naidu

Address: c/o Dept. of Political Science, Brandon University, Brandon, Manitoba, R7A 6A9; (204) 728-9520.

PHYSICIANS FOR SOCIAL RESPONSIBILITY

Address: c/o Banting Institute, 100 College St., Suite 534, Toronto, Ont., M5G 1L5; (416) 593-6828

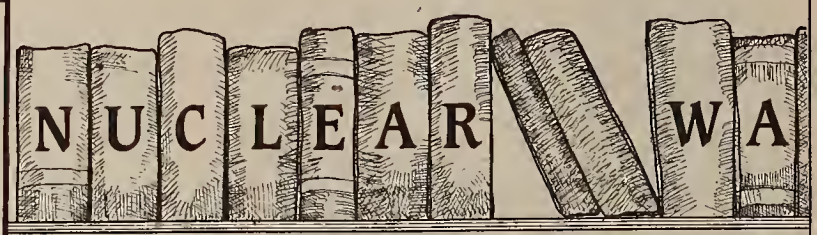
VETERANS FOR MULTILATERAL NUCLEAR DISARMAMENT

Chairman: Prof. C.G. Gifford

Address: P.O. Box 8252, Halifax, N.S., B3K 5L9.

"if the radiance of a thousand suns
were to burst at once into the sky,
that would be like the splendor of the mighty one...
I am become death,
the shatterer of worlds"

Robert Oppenheimer
From the *Bhagavad Gita*
At The First Atomic Explosion,
Alamogordo, N.M., 1945



"These continue to be wondrous times when every man tries to find a formula for keeping the stranger's fingers from his throat. The simple expedient of holding hands will someday occur to a couple of people who will forever after be forgotten. We need to read and to think and to study the faces of our friends...a peaceful pursuit. But, in the light of our trial bombs bursting in air and the flash of the practice red rockets' glittering glare, the study of peace is a blinky business."

Walt Kelly
G.O. Fizzickle Pogo, 1957

"To all, in whatever country, who are still capable of some thinking and human feeling:

Along with valued colleagues I am to be silenced for a time — perhaps forever, for who can tell how soon the great massacre will take place?

The populations of East and West, misled by stubborn governments in search of prestige and by corrupt official experts bent on retaining their posts, tamely acquiesce in policies which are almost certain to end in nuclear war.

There are supposed to be two sides, each professing to stand for a great cause. This is a delusion — (they) are pursuing a common aim: the ending of human life. You, your families, your friends, and your countries are to be exterminated by the common decision of a few brutal but powerful men. To please these men, all the private affections, all the public hopes, all that has been achieved in art and knowledge and thought and all that might be achieved hereafter is to be wiped out forever.

Our ruined lifeless planet will continue for countless ages to circle aimlessly around the sun unredeemed by the joys and loves, and the occasional which have given value to human life.

It is for seeking to prevent this that we are in prison."

Bertrand Russell
Brixton Prison, 1961
From *Our Generation Against Nuclear War*

"The obvious excuse for the huge American defense program, that the Soviet hardly acts like a peace-loving nation, only accentuates the collective insanity...and America too has hardly been acting like a peace-loving nation. Our assumption of the 'responsibility' of defending the 'free world' could look like imperialism as it led us into military adventures in Cuba, the Dominican Republic, Laos and Vietnam, and also led to the establishment of more than 3,000 military bases all over the world, manned by a million men."

Herbert J. Muller
Indiana U. Professor of English
The Children of Frankenstein, 1970

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"The enemy may be Russia at the present moment, but it is even more the reflection of ourselves in a mirage. To defend ourselves against this phantom, we must look to new scientific measures, each more terrible than the last. There is no end to this vast apocalyptic spiral."

Norbert Wiener
MIT Professor of Mathematics
The Human Use of Human Beings, 1954

"History has placed our particular lives in an era when the consequences of human folly are waxing more and more catastrophic in the matters of war and peace. In the end, the root of man's security does not lie in his weaponry. In the end, the root of man's security lies in his mind."

U.S. Secretary of Defense Robert S. McNamara
Speech to UPI Editors and Publishers, 1967.

Murray Long

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Nuclear Deterrence in U.S. — Soviet Relations, by K.B. Payne, Westview Press, Boulder, 1982.
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"Nations are now lined up like people before the ovens of Auschwitz while we are trying to make the ovens more efficient. We meant well, and we sort of abdicated. We gave it away. We gave the power away to people who didn't understand it and now it's gotten out of our hands."

"The problem of this generation is that they lost human sympathy. They lost an understanding of their own selves, of their own meaning. There has been an atrophy of the imagination, a decline of the moral sense — especially on the part of the scientists. Science is being destroyed in this race to destruction."

Isador Rabi
Manhattan Project Scientist
40th Reunion of Scientists
Who Built the Bomb, 1983

"Think of two scorpions in a bottle. If neither attacks, both will survive. If one attacks, the other retaliates, and both die. An even worse situation for the scorpions develops when one has to plot its strategy for survival on the assumption that the other may attack at any time."

Anatol Rapoport
U. of T. Professor of Peace Studies
U. of T. *Bulletin*, 1983

"There are those who claim that a given hazardous technology has an infinitesimally small risk of accident because of adequate failsafe devices. Indeed, it is often said, a technology is "foolproof". The difficulty is that the greatest risk for error is not technological but human. Humans get sick, stressed, and hungover, all of which affect their attention and response. We are the "fools" that technology attempts to anticipate. But history teaches that we can never anticipate how foolish humans can be. The only truly "foolproof" technology would be one free of fools, that is, no longer dependent upon humans. But we then face a new problem. When humans are no longer involved, the technology is out of control. I believe we are now at that point."

David Suzuki
U.B.C. Zoology Professor
The Prevention of Nuclear War, 1983

"While there were all those wars in 1983, no progress was made either in the field of international peacekeeping or in arms control, let alone disarmament. On the contrary, military spending world-wide has continued to grow at an accelerated rate. It stands at about $900-billion, an increase of about 4 percent over the preceding year. Until four years ago, the annual rate of increase was only about half that."

John Gellner
Editor of *Canadian Defence Quarterly*
The Globe and Mail, 1983

"We can and must instill a sense of moral revulsion to nuclear weaponry and to the Orwellian term 'deterrence', which is but a sanitized word for indiscriminate and colossal mass murder. Our goal should be the widest conditioning of an anti-nuclear instinct as potent as hunger. Moral arousal, I believe, will help tilt the perilously balanced scale in world affairs towards survival."

Bernard Lown
Harvard co-founder of IPPNW
IPPNW Report, 1983

"The fact that many recent (Nobel Peace) prizes have gone to civil rights and humanitarian activists is an important comment on the world in which we live. The ethic of violence is gaining ground, in Washington and Moscow as well as in Tel Aviv or Tehran. Dictatorships of the left and right not only flourish, but receive the sanction of the super-powers. The industrialized world turns a blank face to the hunger and misery of the mass of humankind. The United Nations is ignored or derided by the United States and the Soviet Union. If the right candidate for the peace prize appears elusive, it is because there are few candidates around."

David Stafford
Visiting Professor of History at U. of T.
The Globe and Mail, 1983

NOTICE BOARD

SYMPOSIUM ON ETHICS AND AGING, AUGUST 16-19, 1984: This Symposium is sponsored by The Committee on Gerontology, The University of British Columbia, and is designed to provide an interdisciplinary forum for educators, researchers, practitioners, and policymakers to investigate ethical issues influencing policies, programs and research for aging people and the process of aging. Implications for educational and social programs, and professional practices will be developed. Up to 20 invited papers will be selected for incorporation into the Symposium and the ensuing publication. The fee is $150.00. For additional information and to receive a detailed brochure, application for registration, and "Invited Papers Guidelines" contact: Karen Todhunter, Assistant, Communications Program, Centre for Continuing Education, The University of British Columbia, 5997 Iona Drive, Vancouver, B.C. V6T 2A4. Telephone (604) 222-5221 or 222-2181.

SEMINARS IN LEGAL PHILOSOPHY AND MODERN LEGAL HISTORY: From June 3-8, 1984 the Faculty of Law of The University of Western Ontario will be hosting concurrently a Seminar in Legal Philosophy and a Seminar in Modern Legal History for members of Canadian and American law faculties. The Seminar in Legal Philosophy introduces participants to a range of philosophical concepts and familiarizes them with their application in substantive areas of law. The Modern Legal History Seminar will pay attention to selected aspects of Canadian, United States and English legal history. Further information can be obtained by contacting the Faculty of Law, The University of Western Ontario, London, Canada, N6A 3K7, (519) 679-2989.

THE THIRD INTERNATIONAL CONFERENCE ON MOLECULAR AND CELLULAR MECHANISMS OF ANAESTHESIA will be held at The University of Calgary, Calgary, Alberta, Canada June 13-15, 1984. For information contact: Dr. Sheldon H. Roth, Department of Pharmacology & Therapeutics, Faculty of Medicine, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1. Canada. Tel.: (403) 284-6002.

CALL FOR PAPERS: The University of Lethbridge will host a conference on "The Native in Literature: Canadian/American Perspectives" from March 13-16, 1985. Papers may deal with any of the major genres including autobiography and oral literature and should be approximately thirty minutes in length. Deadline for submission of the paper or a two page abstract is May 15, 1984. The conference is primarily concerned with Canadian literature and comparative Canadian/American Studies. Two copies of the abstract or the paper should be sent to Tom King, Native American Studies Department, The University of Lethbridge, Lethbridge, Alberta T1K 3M4.

CANADIAN ASSOCIATION FOR MEDICAL ANTHROPOLOGY: The First Annual Conference of the Canadian Association for Medical Anthropology/l'Association Canadienne pour l'Anthropologie Médicale (CAMA/ACAM) will be held **May 11-13** at the Université de Montréal on the theme of **Stress and Society/Le Stress et la Société.** This is an Interdisciplinary conference. Contact either: D. Paul Lumsden, Master's Office, Bethune College, York University, Downsview, Ont., M3J 1P3; (1-416-667-3959). Jean-François Saucier, Département de Psychiatrie, Hôpital Ste-Justine, 3100 ave. Ellendale, Montréal, Qué., H3S 1W3; (1-514-731-4931, poste 663).

URBAN HISTORY REVIEW CHANGES PUBLISHER: As the journal enters its twelfth consecutive year of publication, we are pleased to announce that we have a new publisher. The *Review*, formerly with the History Division of the National Museum of Man, is now published by the Institute of Urban Studies at the University of Winnipeg. It is published three times per year (in February, June and October) and contains material in both English and French. All submissions or correspondence about subscriptions should be directed to the Institute of Urban Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

CANADIAN URBAN STUDIES CONFERENCE, CALL FOR PAPERS AND INFORMATION BULLETIN: The Canadian Urban Experience — Past and Present is the title of a major urban studies conference to be held in August 1985 at the Institute of Urban Studies, University of Winnipeg. Papers are invited from scholars and urban specialists in all disciplines and fields, including those working for government and the private sector. Some of the themes to be addressed include: economic growth and development; government and politics; urban education and research, and the built environment and housing. For more information, contact Dr. Alan F.J. Artibise, Director, Institute of Urban Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

THE CANADIAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION AND RECREATION (CAHPER) ANNUAL CONFERENCE, JUNE 24-27, 1984, OTTAWA, CANADA: The theme for the 51st Annual CAHPER Conference is "Living the Third Wave". It will be of interest to physical education, dance, sport, fitness, health, recreation, outdoor recreation and lifestyle teachers and leaders. Anyone wishing information about registration material or program highlights should write to: CAHPER, 333 River Road, Vanier, Ontario, K1L 8B9.

1984 ATLANTIC SCHOOLS OF BUSINESS CONFERENCE: This year's conference will be held October 26-27, 1984, at the Chateau Halifax Hotel and is being hosted by Mount Saint Vincent University. The theme is 'Atlantic Canada — Resources Management; Issues and Answers'. Please contact either Ann MacGillivary or John Pliniussen, at Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6 for a list of session chairpersons and deadline dates for papers.

INDUSTRIAL APPLICATIONS OF COMPUTED TOMOGRAPHY AND NMR IMAGING: August 13-14, 1984, Gull Harbor Resort Hotel, Hecla Island, Manitoba. Chairman: Richard Gordon, University of Manitoba (204-786-4388). Abstract deadline: June 22, 1984. Obtain registration forms from the sponsor: Optical Society of America, Industrial CT Meeting, 1816 Jefferson Place, N.W., Washington, DC 20036, USA. This will be the first conference ever devoted to 3D imaging problems in industry using these new tools. Papers on theory, applications, and instruments are welcome in all industrial fields.

1983 R.L. HEDLEY RESEARCH FUND AWARD: Faculty of Education, University of Manitoba, Winnipeg, Manitoba. In recognition for their outstanding contribution in the field of education, the 1983 R.L. Hedley Research Fund Award was presented at the Eighth Annual Canadian Conference on the Application of Curriculum Research to: Dr. Annabella Mays and Dr. Doreen Smith, University of Winnipeg for "The Reassignment of Teachers: To What Extent is it Problematic?" and Dr. Barbara Nelson, Dr. Lars Jansson, and Dr. Ken Slentz, University of Manitoba for "Development of an Instrument to be Used in Supervision of Student Teachers".

LE CONGRÈS ANNUEL DE LA SOCIÉTÉ CANADIENNE POUR L'ÉTUDE DE L'ÉDUCATION se tiendra à l'Université de Guelph du 1 au 4 juin 1984. Ce Congrès s'est fixé comme thème "La formation et le recyclage de l'enseignant". Une attention particulière sera portée à la formation initiale et le perfectionnement continu des enseignant(e)s, d'autant plus des projets de recherche en éducation et son rôle dans le développement de l'éducation au Canada et outre mer seront abordés. Pour obtenir de plus amples renseignements, veuillez contacter le Secrétariat du SCEE/CSSE, 14 avenue Henderson, Ottawa, Ontario, K1N 7P1.

THE CANADIAN SOCIETY FOR THE STUDY OF EDUCATION: CSSE/SCEE, will hold its 12th Annual Conference on June 1-4, 1984 at the University of Guelph. The theme of the 1984 Conference will be "Teacher Education and Professional Development". Special attention will be focussed on current models for pre-service and in-service teacher education, and future role of teacher education in Canada and in other countries of the world. For further information, contact the CSSE/SCEE Secretariat, 14 Henderson Avenue, Ottawa, Ontario, K1N 7P1.

PARTICIPATION AND DEVELOPMENT IN AFRICA: Proposals for papers and panels on all aspects of economic and social development in Africa are invited. Proposals on related topics are invited as well. The Antigonish Movement and the work of the Coady International Institute will be featured during the Conference, 9-12 May 1984. On invite la soumission de propositions quant aux communications et aux colloques se rattachant à tous les aspects du dévellopement économique et social en afrique. On acceuillera aussi des propositions sur tout sujet apparenté à ceux mentionnés ci-dessus. Walter J. Kontak, Coordinator, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

MONTHLY FACT-FINDING TOURS OF NICARAGUA: an extraordinary opportunity to meet political and cultural leaders, to exchange ideas with representatives of various working groups, to visit government ministries, agricultural co-operatives, and to tour heroic Jalapa. Responsible guides and translators provided by the Association of Sandinist Cultural Workers (ASTC). 8 day tour (including travel) of 16-20 persons costs approximately $950 Cdn. Includes airfare, accommodation, meals, transportation. Reservation deadlines 3 wks. before departure. For further information contact Judy Whalen or Victor Coleman, 74 Hillsdale Ave. East, Toronto M4S 1T5, (416) 486-0898.

CANADIAN PROFESSORS FOR PEACE IN THE MIDDLE EAST — Annuel conference*: Theme: The Dynamics of Superpower Involvement in the Middle East; Place: Trinity College, University of Toronto; Date: June 12 - 13, 1984**; *Proceedings to be published; **Both date and place in close proximity to the Learned Societies Conference in Guelph; For further information contact: CPPME, 491 Lawrence Ave. W. #307, Toronto, Ont. M5M 1C7; Tel.: 416-789-3495.

LE COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE

Fait appel de candidatudes pour le poste suivant:

Professeur de PSYCHOLOGIE/RECHERCHE EN ÉDUCATION

au niveau de deuxième cycle en éducation

Le programme de deuxième cycle du collège est de nature interdisciplinaire et s'addresse a l'enseignement en francais langue première ou en Immersion.
RÉMUNÉRATION: Classification et salaire selon la convention collective.
ENTRÉE EN FONCTION: Le 1er juillet 1984
Conformément aux exigences relatives à l'immigration du Canada.
Les candidats interessés doivent faire parvenir leur curriculum vitae complet avant le 1er mai 1984, à: **Richard R. Benoit, Directeur du Programme de Deuxième Cycle, Collège Universitaire de Saint-Boniface, 200, Avenue de la Cathedrale, Winnipeg, Manitoba, R2H 0H7; (204) 233-0210.**

The University of New Brunswick
Fredericton
Lecturer/Asst. Prof. Position

DEPARTMENT OF FRENCH

Applications are invited for a possible probationary (tenure-track) appointment as Lecturer/Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. For the rank of Assistant Professor candidates must hold a Ph.D. in the field of French (or Applied) Linguistics and should have a native or near-native command of French, together with experience in teaching French at the university level. This position requires research competency as well as teaching at the graduate (MA) and undergraduate level. Salary commensurate with experience. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1984 with closing date for competition declared when position filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nuclear war in the classroom

by Dick Ringler

This article is reprinted with permission from Academe, *the journal of the American Association of University Professors.*

College and university teachers in this country are just beginning to wake up to their full responsibility in the age of nuclear armaments and potential nuclear war. Until very recently their sleep had been deep and undisturbed. True, a few of them sometimes had vexing dreams: Yale psychiatrist Robert Jay Lifton tells of receiving a letter from a college provost who confessed,

> I have a minor nightmare that in the year 2050 there will be some hypothetical survivors looking in disbelief at our 1981 and 1982 catalogues. It's as if, living on the edge of the cliff, the Academy seemed not to care.[1]

Surely more than a "minor" nightmare!

Fortunately, all this has changed dramatically in the past two years. Multidisciplinary symposia have been called at the national level to investigate the role of higher education in the nuclear crisis,[2] members of individual academic disciplines — sometimes rather unlikely ones — have staged conferences on the subject and introduced it at the annual meetings of their professional organizations,[3] professional journals have devoted substantial parts of issues — sometimes whole issues — to the pedagogy of the problem,[4] and the number of college and university courses which directly address the arms race, the threat of nuclear war, and kindred matters, has grown at an astonishing rate all across the nation.[5] Mechanisms are in place and resources available to help other schools establish similar courses.[6] We are obviously long past the time when the nuclear subject was felt to be unacademic, unrespectable, or irrelevant.

All these efforts make a good beginning, and obviously it is important that they be continued, expanded, and intensified. But it is also important that the educational impulse they represent be broadened to include many other members of the academic community. The present article is offered in the hope that it will contribute to this broadening by providing a description of a "model" course on nuclear war issues that would be easily replicable at any college or university of even moderate resources.

Although specialized courses on various aspects of our nuclear peril are currently being taught (and must continue to be taught) in departments of physics, political science, or international relations, and in schools of medicine, there is also much to be said for instituting more general multidisciplinary courses that introduce students to the whole range of issues involved. What follows is a description of one such course that has proved very successful at the University of Wisconsin, Madison.

Interdisciplinary Course 300, "Perspectives on Nuclear War," was introduced into the Letters and Science Curriculum on an experimental basis during the fall semester of the 1982-83 academic year. It was repeated in slightly modified form this fall. It was offered as an intermediate/advanced-level course, with no prerequisites, conferring three elective credits and open to freshmen. It was also open to the general public.

Murray Long

Class meetings took the form of a carefully coordinated series of guest lectures. These were designed to mobilize the resources of a large university in order to produce a thorough and coherent introduction to all relevant aspects of this complex and sensitive subject. It was further hoped that the multiple-speaker format would assure objectivity and political balance. Wisconsin political and religious leaders were asked to participate; so were representatives of the United States and Soviet governments.[7] The original series of lectures (1982) was recorded by Wisconsin Public Radio, and during 1983 it was broadcast twice over the state educational network, thus reaching a very large number of citizens in all parts of the state.

The lecture schedule for the original series, reproduced here, suggests better than anything else the range and focuses of the Wisconsin course. Other institutions wishing to design courses along similar lines would no doubt come up with quite different sequences of topics, depending on pedagogical aims and faculty resources.

The course was widely publicized both on campus and in the surrounding community. To encourage public participation, it was scheduled at 5 p.m. on Mondays, Wednesdays, and Thursdays. As many as 150 members of the public attended the more interesting lectures; this was in addition to 200 registered students who represented some 40 undergraduate majors and graduate departments.

Course requirements were spelled out to registered students as follows: attendance at the lectures; familiarity with the assigned readings; three examinations, each covering five weeks' material, noncumulative, multiple-choice, machine-graded; and a course project. It will be helpful to add a few words about the readings and the projects.

Readings in a course on this subject naturally have

Dans un article paru dans *Academe*, la revue de *l'American Association of University Professors*, un professeur américain dit qu'il s'exerce résolument des efforts aux Etats-Unis visant à définir le rôle de l'enseignement supérieur dans la crise nucléaire. Le nombre de cours collégiaux et universitaires qui portent sur la course aux armements et la menace d'une guerre nucléaire, écrit-il, augmente à une cadence étonnante dans tout le pays. Le Pr Ringler explique ensuite un cours "modèle" sur des questions de guerre nucléaire susceptible d'être adopté par n'importe quel collège ou n'importe quelle université.

Dick Ringler is professor of Scandinavian Studies at the University of Wisconsin, Madison.

Some of the material in this article previously appeared in the Journal of College Science Teaching, *(March/April 1983): 322-25 (copyright 1983 by the National Science Teachers Association; reproduced by permission).*

Interdisciplinary Course 300, "Perspectives on Nuclear War"

I. INTRODUCTION
General Introduction: Dick Ringler, Course Coordinator (Professor of English and Scandinavian Studies)
Nuclear Weapons and Political Purpose: David W. Tarr (Professor of Political Science)
The Public, the Politicians, and the Professors in the Drive for Arms Control: Les Aspin, (U.S. Representative, Wisconsin)

II. NUCLEAR SCIENCE AND NUCLEAR WEAPONS
Evolution of Knowledge of Atoms and Their Nuclei: John E. Willard (Emeritus Professor of Chemistry)
Energy from Nuclear Fusion and Fission: C.H. Blanchard (Professor of Physics)
Radiations — Their Origin and Variety: Larry A. DeWerd (Clinical Associate Professor of Medical Physics)
Nuclear Weapons and Their Effects: Don D. Reeder (Professor of Physics)
Delivery Systems and Strategies: David W. Tarr
Panel: Nuclear Science and Nuclear Weapons: C.H. Blanchard, Don D. Reeder, David W. Tarr

III. CONSEQUENCES OF THE USE OF NUCLEAR WEAPONS
The Decision to Drop the Bomb on Japan: John W. Dower (Professor of History)
Unforgettable Fire: John W. Dower
A Medical Perspective on Nuclear Attacks: Jeffrey J. Patterson (Assistant Professor of Family Medicine and Practice)
Fallout and "Early" Radiation Effects: Joseph F. Sackett (Professor of Radiology)
Pyschological Effects: Donald T. Fullerton (Professor of Psychiatry, Associate Dean for Clinical Affairs, University Hospitals)
"Late" Radiation Effects: Leukemia and Cancer: Kelly H. Clifton (Professor of Radiology and Human Oncology)
Genetic Effects of the Possible Survivors of a Nuclear War: Seymour Abrahamson (Professor of Genetics and Zoology)
Ecological Effects: Stanley A. Temple (Beers-Bascom Professor of Conservation, Department of Wildlife Ecology)
Perspective on Wisconsin in a Full-Scale Nuclear War: Dick Ringler and others
Civil Defense and Recuperation: Joseph LaFleur (Administrator, Wisconsin Divison of Emergency Government)

IV. VISIONS AND NIGHTMARES
Apocalyptic Fiction: Fannie J. LeMoine (Professor of Classics and Comparative Literature)
How Poets Imagine Nuclear War: Niels Ingwersen (Professor of Scandinavian Studies)
Visions of the World's End According to the Major World Religions: David M. Knipe (Professor of South Asian Studies)

V. PATHS TOWARD WAR: LANGUAGE, PSYCHOLOGY, AND POLITICS
From Awe to Apathy: The History of Nuclear Consciousness: Paul S. Boyer (Professor of History)
Psychological Resistances to Confronting Nuclear War: James P. Gustafson (Associate Professor of Psychiatry)
Abstract Words for Concrete Ruin: The Estranging Language of Nuclear Warfare: Murray J. Edelman (Professor of Political Science); Dick Ringler; and Raymond H. Anderson (Associate Professor of Journalism and Mass Communication)
Socio-Psychological Roots of the War Mentality: Leonard Berkowitz (Professor of Psychology)
Why Are We Opponents? — The Evolution of Russian-American Confrontation, Part I: Thomas McCormick (Professor of History)
Why Are We Opponents? — The Evolution of Russian-American Confrontation, Part II: John A. Armstrong (Professor of Political Science)
The American Political System and Nuclear Arms Policy: Bernard C. Cohen (Professor of Political Science)
Scientists and Nuclear Weapons Policy after World War II: John S. Steinhart (Professor of Geology and Geophysics, also Institute for Environmental Studies)

VI. PATHS TOWARD PEACE
Attempts at Nuclear Disarmament and Arms Control: David W. Tarr
A Soviet Perspective on Problems of War and Peace: Yuri Kapralov (Arms Control Section, Embassy of the Union of Soviet Socialist Republics, Washington, D.C.)
An Administration Perspective: Joseph D. Lehman (Public Affairs Adviser, U.S. Arms Control and Disarmament Agency, Washington, D.C.)
Negotiating Arms Control Agreements: George Bunn (Professor of Law; also Institute for Environmental Studies)
A Democrat's Perspective: Robert Kastenmeier, (U.S. Representative, Wisconsin)
A Republican's Perspective: Jim Leach (U.S. Representative, Iowa)
Panel: What Individuals Can Do, Part I: Eric Markusen (Southwest State University, Marshall, Minnesota); Midge Miller (Wisconsin Representative); Jeffrey J. Patterson (President, Madison Chapter of Physicians for Social Responsibility); Dick Ringler (President, Wisconsin Educators for Social Responsibility)
A United Methodist Perspective: Marjorie S. Matthews (Bishop of Wisconsin)
A Roman Catholic Perspective: George O. Wirz (Auxiliary Bishop of Madison)
Panel: What Individuals Can Do, Part II: (Project reports of selected students in the course)

to be revised and updated every year. In 1983-84, six books were assigned in the Wisconsin course. Jonathan Schell's *The Fate of the Earth* (Knopf, 1982) and the Harvard Study Group's *Living with Nuclear Weapons* proved to be a very useful pair, complementary (and nonredundant) in the kinds of data they presented, yet sharply contrasted in their perception of the nature of the problem and the range of possible solutions. *The Final Epidemic: Physicians and Scientists on Nuclear War* (ed. Ruth Adams and Susan Cullen (University of Chicago Press, 1982) provided authoritative yet easily accessible information on technical and medical matters. *Waging Peace* (ed. Jim Wallis, Harper & Rowe, 1982) offered articles on a wide range of topics, with emphasis on the moral and religious aspects of the problem. The celebrated novel by Walter H. Miller, Jr., *A Canticle for Leibowitz* (Gregg, 1975), expanded the moral and religious theme into the realm of apocalyptic prophecy. Finally, participating lecturers in the course were asked to suggest an article (or other materials) they wanted the students to read before their lectures, and these were compiled, reproduced, and sold to the students as a course reader. Projects could take one of three forms:

1. A traditional research paper, six to ten pages long, investigating some aspect of the subject. Many of these papers turned out to be very careful and conscientious jobs, ranging from a defense of the bombing of Hiroshima and Nagasaki ("It Was Necessary"), through "No First Use: A Codification of Deterrence" (by a second-year law student), to "Effects of Nuclear War and Power Plants on Aquatic Ecosystems" (by a freshman!).

2. A project that tied in with the student's own personal or professional interests. Projects of this kind ultimately included artwork, an original film, poems, plays, short stories, illustrated children's books (one of which is scheduled to be published), and articles for student newspapers and magazines. One student developed an educational board game ("Nuke") which he hopes to produce and market; another produced an excellent twenty-minute radio program about the Wisconsin Emergency Broadcasting System; still another — with a little help from her friends — choreographed, directed, and danced in a fifteen-minute ballet about Hiroshima that was performed at one of the last class meetings.

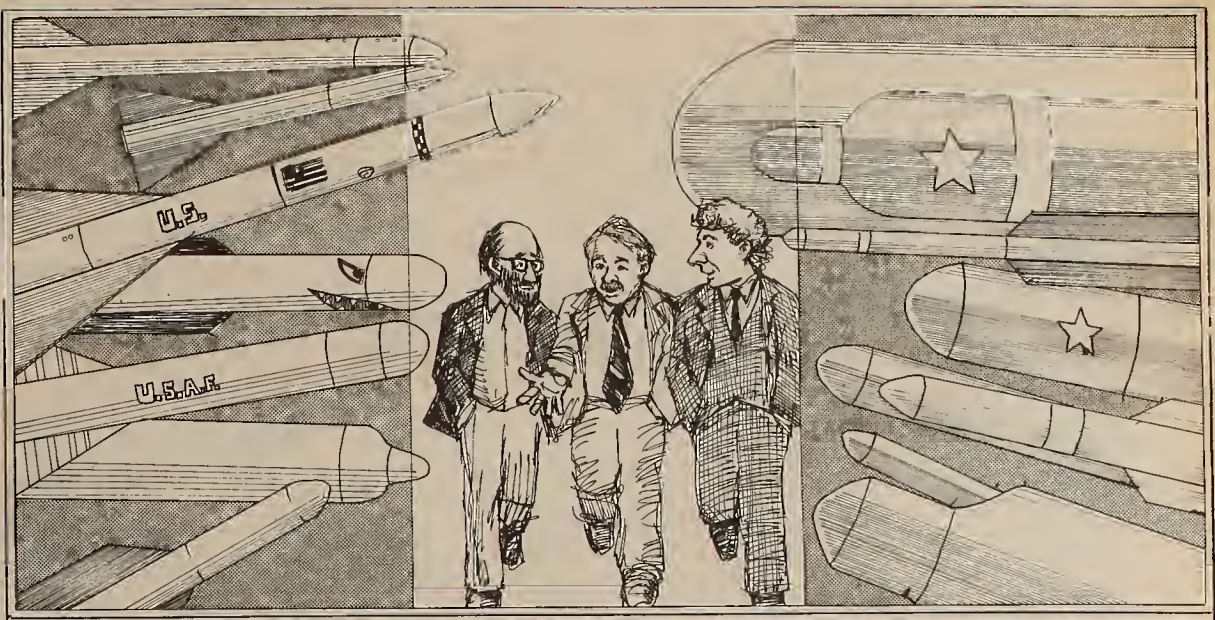
3. A project in which the students carried the educational process begun in the course out into their larger community. These "education projects" were particularly encouraged, and many students found them psychologically beneficial, enabling them to do something active and creative and thus to ward off feelings of hopelessness and depression. A dozen or so students showed movies (usually *Hiroshima/Nagasaki 1945, War without Winners, The Last Epidemic*, or *In the Nuclear Shadow: What Can the Children Tell Us?)* and led follow-up discussions at their former high schools; others developed and gave age-appropriate talks in grade schools or Sunday schools — even to a Boy Scout troop. These educational outreach activities took place in all areas of Wisconsin and adjacent parts of Minnesota.

General multidisciplinary courses of the kind just described and complementary specialized courses within departments are certainly a desideratum and ought to be instituted as widely and rapidly as possible by all educators who are qualified to do so and who are so inclined. And in this connection I would like to cite a passage from a paper by Earl J. McGrath, former U.S. Commissioner of Education, presented at the conference on "The Role of the Academy in Addressing the Issues of Nuclear War" (Washington, D.C., March 25-26, 1982). Mr. McGrath writes that it is of "the gravest national importance" that the efforts made to date in nuclear war education be followed up on all campuses of the nation, in the lower schools, in the churches, and among other social agencies, to inform citizens of their responsibility in bringing about a redirection of present policies. He says:

> If pervasive ignorance, misinformation, and lassitude among the people are the principal blocks to enlightened action, an imperative professional responsibility of the academy becomes pellucidly clear. A widespread program of instruction must be swiftly launched to reduce, if not completely eradicate, the lack of understanding among the people of the human consequences of the presently contemplated military use of nuclear power as a deterrent, defensive, or retaliatory measure. More importantly...these efforts must alert the public at large to the short time remaining to curb its uses for international intimidation or destruction. To accomplish this goal, units of instruction and methods of intellectual analysis of relevant knowledge will have to be designed to fit the capacities of learners from the early grades to the adult post-school years. To be expeditiously effective, this assignment will obviously have to engage a numerous and diverse company of academicians at all levels.

NOTES
1. Robert Jay Lifton, "Beyond Nuclear Numbing: A Call to Teach and Learn," in *Proceedings of the Symposium, The Role of the Academy in Addressing the Issues of Nuclear War, Washington, D.C., March 25-26, 1982* (Geneva, New York: Hobart and William Smith Colleges, 1982) p. 60.
2. A seminal meeting was the March 1982 symposium in Washington, D.C., "The Role of the Academy in Addressing the Issues of Nuclear War" (sponsored by Hobart and William Smith Colleges, the Association of American Colleges, and the American Council on Education); its proceedings have been published (see preceding note). Two other important meetings focused on this issue: the January 1983 conference in Atlanta, "Instituting Nuclear Age Education: Toward a Cooperative Future" (sponsored by Emory University and International Student Pugwash); and the

p. 30



Our universities and the nuclear debate

Several Canadian academics were asked to contribute to a symposium on the question: Should the universities and faculty associations be involved in the nuclear debate? If the answer is no, why not? If yes, in what ways should they be involved? Their comments appear here.

Keep the debate between individuals

by Kenneth H.W. Hilborn

Universities benefit in at least two ways from the Western policy of nuclear deterrence.

First, since intellectual freedom is fundamental to the purposes for which they exist, universities have a special stake in the defence of the democracies and their allies against the enemies of liberty, the most dangerous of which at present is the Marxist-Leninist dictatorship in Moscow. Communists consider it "left-wing deviationism" to expose their revolutionary base to destruction by precipitating a showdown with a powerful and resolute adversary, but they also condemn as "right-wing deviationism" any failure to move forward when an opportunity exists to do so safely — that is, when the adversary is weak, cowardly or pacifist.

In the continuing struggle to hold in check the scourge of totalitarian socialism, and thus to protect the values to which all genuine universities are committed, the Western (primarily American) nuclear deterrent plays a central and indispensable part.

Second, because of their own need for financial support, universities have reason to prefer those means of defending freedom that are consistent with restraining military claims on society's resources. In relative terms, nuclear weapons are inexpensive. To reduce our reliance on the existing deterrent is certainly feasible, but only at a price that universities (among others) may well be reluctant to pay.

One of the problems is the security of West Berlin, which rests on the fact that the city is garrisoned by the forces of nuclear powers (especially the United States). Moscow must reckon with the prospect that any new crisis in Berlin would entail a risk of disastrous escalation.

Though its vulnerability has attracted little public attention in recent years, West Berlin remains potentially a hostage. Given a tempting opportunity, the Soviet regime might use a threat to this Western outpost as a means of imposing Moscow's will elsewhere, perhaps in the Middle East. The

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Il a été demandé à plusieurs universitaires canadiens de fournir un symposium sur la question: Les universités et les associations de professeurs doivent-ils intervenir dans le débat nucléaire? Si "non", pourquoi pas? Si "oui", comment doivent-ils le faire? Leurs observations figurent ici.

If consensus emerges, so much the better

by W. Robert Needham

The nuclear powers are capable of destroying life on earth in the space of a few short minutes. Little in the way of research is required to verify this. Indeed it is accepted by those on both sides of the nuclear debate. The very fact of its acceptance ought to provide common ground on which both sides of the debate, at home and abroad, should seek acceptable disarmament procedures. It seems, however, to be taken as a base from which each of the major powers restores and then extends in a cumulatively vicious circle, their respective shares of the pool of destructive equipment.

The facts appear to speak to a madness in man and to the need for leading roles to be taken. The question, here, is whether it is appropriate for universities as institutions to respond, and further, if they are to respond, then how? In light of the mandate that universities espouse as social critics and their provision through tenure of the academic freedom that allows individuals to speak out on any issue without fear of retribution, one might expect that the university community would collectively speak out to assist in the mobilization of public opinion and to prevail on politicians to avoid the possible doomsday scenario. Setting aside the evident contributions of individuals as teachers, researchers, organizers and populists, the universities individually and collectively are silent on this fundamental issue.

Defining the larger role as a particular stance that the university should take is difficult if not impossible. This is so, for while peace may be a commonly desired goal, the vicious circle syndrome has as its corollary the political acceptance of both armament-buildup and disarmament as alternative routes to peace. It is inevitable, then, that university faculty and staff will divide on this issue as do their wider communities.

And the Faculty Association, what role for it? The argument exists that the faculty association should not take a collective position in the nuclear debate even when the position is supported by a majority of its members. There is, too, the argument that the association should not weaken itself by draining resources of time and energy away from the traditional concerns with academic freedom and the terms and conditions of employment.

The first argument is a basic question of democracy that will be settled issue by issue depending on the strength of feeling, arguments mustered and the particular practices of each institution.

The second argument is probably in error in begging the question of the means by which the faculty association might opera-

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Debate between individuals

danger of such a development could only increase if the West were committed to reliance on conventional arms.

No conceivable garrison in Berlin could provide an adequate local defence against the Warsaw Pact. Without a powerful nuclear deterrent, the West could protect its position in the city only if NATO conventional forces were capable of undertaking a successful offensive into East Germany. For this purpose NATO would need conventional superiority over the Soviet bloc. To obtain such superiority would require an enormous growth in Western military manpower and defence expenditures. The result would be a militarization of Western societies, with the armed forces receiving absolute priority in national budgets.

In view of the political unacceptability of the outcome described, the West would presumably have to write off Berlin — a decision that could have unfortunate repercussions. But even the cost of a genuinely sufficient conventional defence for Western Europe proper would be high enough to create pressures for diversion of resources from other areas of public expenditure, including education. Canada could scarcely become a credible advocate of reduced reliance on the nuclear deterrent without demonstrating by deeds — involving both money and men — that we are willing to share the burdens of providing increased conventional strength.

Universities therefore have grounds of financial self-interest for endorsing a continued emphasis on nuclear deterrence in Western strategy. Nevertheless, because of their commitment to academic freedom and thus to diversity of ideas, universities should not permit mere self-interest to prevail.

In our society there is always a danger that universities will be subjected to internal or external pressures to champion some political cause. A few years ago, the University of Western Ontario successfully resisted a campaign inspired by advocates of violent revolution in South Africa, who demanded that the institution take a stand against overseas investment (and thus against the creation of jobs) in that country. To have yielded regarding South Africa could have opened the door to endless proposals for university intervention in politics, both foreign and domestic. The same would be true of any institutional intervention in the nuclear controversy.

Universities (and organizations of academics) should make it a firm rule to avoid adopting positions on contentious public issues, or indeed on intellectual issues. The functions of a university, and of the academic profession, consist of teaching, research and reflection in an environment conducive to free inquiry and unfettered scholarship, on questions of defence and deterrence as well as on others. There is (or should be) a consensus that maintenance of such an environment requires avoidance of both nuclear annihilation and Marxist-Leninist domination, but on specific methods of averting those calamites (the testing or deployment of a particular weapon system, for example) there is never likely to be unanimous agreement.

Moreover, only a minority of the academic community can make a valid claim to expertise in relevant fields; most academics are morally entitled to speak on these issues only as individual citizens, not as professionals.

It is to individuals, whether as citizens or as specialists, that a university — and the CAUT — should leave such debates, without attempting to lay down a collective "line" in the name of the institution or the profession.

Dr. Hilborn teaches courses on totalitarianism and 20th Century international relations at the University of Western Ontario, London.

If consensus emerges

tionalize the allocation of resources devoted to such purposes. It is also a weak argument in not recognizing that the battle for social progress takes place on many fronts and that separate battles have common connections. Thus, the second argument is weak in that, while it recognizes the importance of traditional functions, it fails to recognize that underfunding of soft areas of social services, including the university system and the concomitant pressure on academic rights and generally the terms and conditions of employment, is the flip-side of the greater emphasis governments are placing on other expenditures, to industry, the military and armaments. The faculty association ought to mount battles on both fronts.

In answer to the "begged question," it might be of interest that the Faculty Association of the University of Waterloo has attempted to operationalize how it might go about expanding its activities with respect to issues of a social justice sort, without any reduction in the emphasis on traditional functions and concerns. In 1982, the Faculty Association undertook to establish a Committee on Ethics and Social Justice. Its mandate is to keep the Board of Directors abreast of external events and issues, that, no matter what their significance to the wider community, (and in this case, to the existence of mankind), are given secondary and very minimal attention in comparison to traditional association concerns. The Committee is also mandated to make recommendations for possible Board and Association action, including recommendations for possible collective stances. It need hardly be mentioned that the Committee is comprised of active and socially concerned individuals and they represent a new resource for this purpose rather than a diversion of existing personnel from traditional functions.

In struggling to define and operationalize its role, the difficulties experienced by the Committee are exactly those surrounding the specific issues connected with the nuclear debate. And yet, the Committee has made a contribution to the Association and to the University at large. Hopefully, in working with issues of broad social concern and providing forums for divergent views, it will expand the role of the university as evaluator, social critic and in the process our understanding of alternative solution routes. If a consensus emerges that the university can adopt as a collective view, so much the better. Until the political ideologies that surround issues of broad social concern can be transcended, however, improving the mechanisms for considered analysis and debate, including through the exercise of academic freedom the introduction of new courses and amendments to the topics of existing courses across the spectrum of disciplines, is the only role and the only immediate collective stance that universities will develop. Success is dependent on individual initiative and concern. In fulfilling this role the universities will assist in transcending political ideology.

Professor Needham is with the Department of Economics at the University of Waterloo and is President of the Faculty Association.

'Here's one for us, University graduates needed.'

Universities should encourage debate but not take sides

by David M. Winch

Nuclear processes controlled by man can serve humanity, harm humanity, and even destroy humanity. The raison d'être of the universities is the service of humanity. Clearly the universities have an interest in the several issues that surround the nuclear debate, and an obligation to use their knowledge in the guidance of society. The same obvious statement can be made about virtually all the difficult and contentious issues of policy that confront us. But that statement must be qualified by careful consideration of what we mean by the university.

In one sense "the university" means the individuals within it. The most treasured aspect of academic freedom is the right of individuals to disagree with each other. It is disagreement that leads to fruitful open debate, to recognition that one's own beliefs are not certain knowledge, and one's own moral convictions are not universally shared. From recognition of one's own limited knowledge and wisdom comes the incentive for research and thought. Scientists and scholars can add to knowledge only if they begin with humility. Dogmatism, by contrast, is the assertion that the truth is already known and further research unnecessary.

But false humility is an abdication of responsibility. While each scholar and scientist must continuously be aware that he might be wrong, each must also recognize that the society supports us in the belief that our knowledge is more extensive than that of others and more likely to be right. In exchange for that support, we have the responsibility to offer society the benefit of our current knowledge and thought, for it is the best society has. It is in that sense that the individual scientists and scholars within the university have a responsibility to participate in the nuclear debate, while recognizing that there is a debate either because there are no right answers or because they are not commonly recognized.

Strong conviction can often blind individuals to the merits of counter arguments. The most contentious issues of social policy are contentious precisely because there are two firmly held sides. In the abortion debate, two powerful arguments derive from the common premise that one person may not from motives of self interest inflict harm on another. One group argues that the foetus has no right to require the mother to endure pregnancy, and the other that no woman has the right to take the life of the foetus. In the pornography debate, one group argues that no person has the right to impose his tastes or morals on another by censorship, while another group argues that no person has the right to inflict corrupting influences on another. In the nuclear debate, one group argues that no one has the right to maintain the means of mass destruction, and the other that no one may require us to render ourselves defenceless in the face of a perceived threat. What in such debates is the proper role for the scientist and scholar?

Clearly there is a responsibility to disseminate the facts in so far as they appear to be known. Just what are the risks of radiation escaping from nuclear power stations? How do they compare with the risks inherent in coal mining? While some argue that nuclear power stations should not be used because there is a health risk for those working in or living near them, that risk is rarely compared calmly with the risk to life and health in coal mining and burning as an alternative energy source. Comparative assessment of the risks of alternatives is best done by experts, and the necessary expertise often exists in universities. Not all the issues are matters of scientific fact or statistical probability, however. One cannot measure the change that the Cruise missile makes either to the probability that there will be a nuclear war, or to the probability that there will be an act of aggression that might have been avoided with a stronger nuclear deterrent. These are matters of judgement. The opinions of wise and thoughtful people are usually worth hearing on difficult matters of judgement.

Professor Winch is with the Department of Economics at McMaster University.

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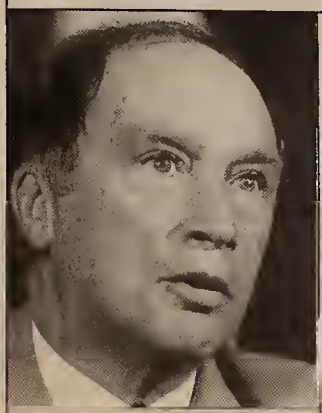
Statements of federal party leaders on peace and security

Liberal Party



Prime Minister Pierre Trudeau made the following remarks in an opening address to the Conference on "Strategies for Peace and Security in the Nuclear Age" at the University of Guelph, October 27, 1983:

When I spoke in June of last year at the Second United Nations Special Session on Disarmament, I said:

"...I understand full well the people's anguish and confusion. The nuclear debate is difficult and seems to pursue an inverse logic. It deals with power that, by common consent, is unusable. It argues for more nuclear weapons in order that, in the end, there may be fewer. It perceives the vulnerability of cities and of human beings as an element of stability in the nuclear balance. And worst of all, the debate goes on without much evidence of any light at the end of the tunnel."

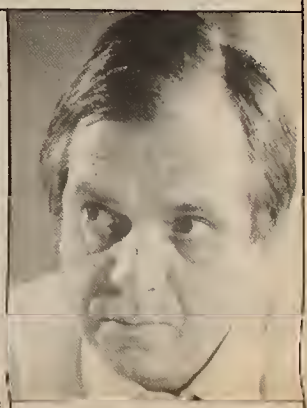
More than a year later, I still see little light ahead. How did we arrive at such an impasse? Some of the answers lie in the ragged 15 years. Those relations have an innate tendency to defy management and control. They are animated by competing philosophies and civilizations, and armed with weaponry that is global in scope.

This is a period of deep questioning of many of the strategic concepts which have dominated the post-war world. New-school strategists, and critics from left and from right, are probing the fundamentals of strategic thought in the nuclear age from many points of view. They are in agreement, however, when they point to changing realities, to evolution in the psychology of those who live constantly with the spectre of nuclear war, and to the importance of weeding out obsolete ideas.

But much of this questioning, provocative as it is, strikes me as missing an important point. And that is the place of military strategy in the nuclear age. I believe that

New Democratic Party

by Ed Broadbent



The shooting down of a Korean jetliner and the invasion of Grenada last year have brought home only too well the lack of political consultation that prevails in the world today.

When military solutions take precedence, a major cataclysm may come out of a relatively-minor incident.

The two incidents follow the pattern that has been emerging since the early 80s: local conflicts broaden to envelop large strategic areas that are guided by the military and economic interests of the superpowers.

Fear and mistrust is complicated by the fact the two superpowers claim 95 per cent of the world's nuclear arms, effectively holding the rest of the world to ransom.

Efforts to restrain advances in nuclear technology become symbolic. Nuclear arms gain in their sophistication and lethal capacity, while efforts to develop "stealth" features turn verification procedures into a potential nightmare.

A United Nations study on nuclear weaponry pointed out in 1980 that in the previous 12 years, not one single nuclear disarmament measure had been agreed upon.

Arms control is becoming a means of sanctioning the arms race and legitimizing the militarism which pervades our political and social systems.

Counting warheads, once used as the measure of nuclear arsenal strength, is all but redundant. The United States and the Soviet Union now measure their destructive power surrealistically in terms of overkill. It is estimated that the United States can now destroy the Soviet Union 50 times over, while the Soviet Union can destroy the U.S. only 25 times.

Yet still we spend more and more on armaments.

U.S. President Reagan is proposing a military budget for 1984 of $313.4 billion, an increase of $48.1 billion over last year.

The nations of the world now spend more than $900 billion annually on arms. In

Progressive Conservative Party

Opposition leader Brian Mulroney made the following statement on peace at St. Francis Xavier University, December 2, 1983:

Let us think for a moment of one monumental concern which touches the heart of every caring person: peace among men.

The search for peace must be pursued. Even the sophisticated technological sword must now yield to the ploughshare.

I can only remind you of the complexity of the issues, of the folly of unilateral disarmament, of the need for honest brokerage, East and West.

The peace-maker must be patient and persevering; the search for peace demands all the wisdom and the courage that all of us can summon.

To contemplate the alternative, nuclear annihilation, or the grotesque euphemisms, "nuclear accident" or "limited nuclear war", is to contemplate the ultimate tragedy, the destruction of our planet, the destruction of all the works and arts that man has so ingeniously devised, and finally, the destruction of man himself.

There could be no greater tragedy but that God's creatures destroy His greatest creation — themselves.

Negotiations and dialogue must go forward but these, I insist, must be conducted by the Western Alliance with a healthy measure of realism.

The objective must be mutual, balanced and verifiable disarmament. Naivety is no substitute for informed understanding.

At this critical juncture in human history it is not at all a sign of weakness to acknowledge that we need guidance. We need the thoughtful reflections of our spiritual, ethical and scientific thinkers. We need a citizenry aware of the true dimensions of the problem. We need a meeting of minds morally attuned to the imperatives which should govern civilized nations.

Our own beloved country Canada, notre cher Canada qui nous inspire tous, can truly teach the world something of the blessings of peace.

We may well take pride in our record of achievement, in a history marked by tolerance, forbearance and the determination to get along with one another.

This is not to deny our differences or imperfections but it is to assert that, by and large, we have resolved our crises in this country with appeals to reason and not with calls to arms.

It is our privilege, and perhaps our destiny, to be a model, however modest, for the future of the world.

Mulroney statement at World Congress of Free Ukrainians, December 4, 1983:

If I were putting a speech to the Throne before Parliament — as the government is next week — here are some of the matters that should be included in it.

Liberal Party

military strategy must, above all, serve a comprehensive set of political objectives and controls, which dominate and give purpose to modern weapons and to military doctrine. Our central purpose must be to create a stable environment of increased security for both East and West. We must aim at suppressing those nearly instinctive fears, frustrations, or ambitions which have so often been the reason for resorting to the use of arms.

Therefore it is essential to Western purposes, in my judgment, to maintain in our policies elements of communication, negotiation, and transparency about our own intentions — plus a measure of incentive for the Soviet Union first to clarify, and then to modify, its own objectives towards the West.

This was, in a limited sense, the philosophy which underpinned the NATO response to the Soviet build-up of SS-20 missiles in Europe. We had to ask ourselves what purpose of political intimidation could be served by that build-up. That is why we decided to respond with a two-track approach — deployment and negotiations. This approach has given the Soviet Union both the clear incentive to reach agreement, and the table at which to do so. I and my fellow NATO heads of government remain firmly committed to that two-track decision.

The tragic shooting down of the Korean airliner raises further questions about military dominance on the Soviet side. Is the Soviet military system edging beyond the reach of the political authorities? Are we contributing to such a trend by the absence of regular contact with the Soviet leadership?

These considerations suggest that our two-track decision may also require, as the time for deployment comes closer, a "third rail" of high-level political energy to speed the course of agreement — a third rail through which might run the current of our broader political purposes, including our determination not to be intimidated.

The risk of accident or miscalculation is too great for us not to begin to repair the lines of communication with our adversaries. The level of tension is too high for us not to revive a more constructive approach to the containment of crises. The degree of mutual mistrust is too intense for us not to try to re-build confidence through active political contact and consultation.

What is missing is a strategy of confidence-building measures of a political nature:

☐ Steps that reduce tensions caused by uncertainty about objectives, or caused by fear of the consequences of failure;

☐ Steps that mitigate hostility and promote a modicum of mutual respect;

☐ Steps that build an authentic confidence in man's ability to survive on this planet.

In short, we must take positive political steps in order to reverse the dangerously downward trend line in East-West relations, which has been sloping downwards for much too long.

It is my personal purpose to live up to the undertaking, made by leaders at the Williamsburg Summit last May, "to devote our full political resources to reducing the threat of war." The questions to be raised are not easy. There are priorities which inevitably conflict. A new climate of East-West confidence cannot be instilled in a day, nor can the arms race be stopped overnight. But insofar as I, and other leaders who share this purpose, can work together to build authentic confidence, I pledge to you that we shall.

The Prime Minister's remarks in the House of Commons on Peace and Security, Dttawa, February 9, 1984:

Since last fall I have taken that message to Paris, The Hague, Brussels and Rome; to the Vatican, to Bonn, to London and to Zurich. I presented it in Tokyo, and Dhaka, and to the Commonwealth Heads of Government Meeting in New Delhi. To Peking, to Washington, and to the United Nations. I met with leaders in Prague, East Berlin and Bucharest, to ensure that our message was heard in the highest councils of the Warsaw Pact.

At each stop along the way, my message was straightforward. Canada was not looking for a seat at the superpower table. But our lives and our future were on that table, as were those of the nine-tenths of the world's population living outside the USA and the USSR. We all had a right and a responsibility to involve ourselves, to press those at the table to remember their own humanity.

We proposed giving political impetus to the Stockholm Conference on measures to build confidence and reduce the risk of war in Europe. As many other East-West contacts collapsed, that conference took on importance even beyond its status as the only forum serving the Helsinki process of detente.

We insisted that both sides invest political effort to stimulate the talks in Vienna on mutual and balanced force reductions. These MBFR talks are the key to achieving parity of conventional forces in Central Europe and to raising the nuclear threshold, thereby diminishing reliance on early first use of nuclear weapons.

If I may make an aside, I want to insist that the MBFR are concerned with force reductions. They are not seeking equilibrium at a higher level. They are seeking equilibrium at a lower level. And I can't understand for the life of me, because I have explained it many times, why raising the nuclear threshold by balancing conventional forces is always interpreted by my critics as balancing at a higher level. Surely the purpose of MBFR is to seek a balance at a lower level, and therefore raise the nuclear threshold.

In reflecting on these conclusions, and on the substance of my talks in Eastern and Western capitals alike, it is clear to me that areas of common interest are beginning to emerge. Let me suggest ten principles of a common bond between East and West:

☐ Both sides agree that a nuclear war cannot be won.

☐ Both sides agree that a nuclear war must never be fought.

☐ Both sides wish to be free of the risk of accidental war or of surprise attack.

☐ Both sides recognize the dangers inherent in destabilizing weapons.

☐ Both sides understand the need for improved techniques of crisis management.

☐ Both sides are conscious of the awesome consequences of being the first to use force against the other.

☐ Both sides have an interest in increasing security while reducing the cost.

☐ Both sides have an interest in avoiding the spread of nuclear weapons to other countries, so-called horizontal proliferation.

☐ Both sides have come to a guarded recognition of each other's legitimate security interests.

☐ Both sides realize that their security strategies cannot be based on the assumed political or economic collapse of the other side.

As decalogues go, this may seem modest. But I wonder, in this period when there are positive signs of emergence from a time of crisis, whether there is not sound purpose in going back to basics. Beginning again, with a commitment to principles which can be shared. Finding a place to start — surveying a little common ground on which to stand.

Therefore, we intend to draw on these ten principles, to develop elements of a common purpose among the leaders of East and West.

New Democratic Party

economic terms, this represents a colossal diversion of human skills and ingenuity, natural resources, energy and capital into an activity which has no social or economic usefulness.

Often the cause of national security is invoked as an argument for increasing nuclear arsenals. But, as Sweden's Olaf Palme has said: "International security must rest on a commitment to joint survival rather than on a threat of mutual destruction."

In 1984, we are faced with a deteriorating international political climate, barriers of mistrust and insecurity and a "them or us" mentality.

We are on a path that leads us irrevocably towards mutual destruction, rather than joint survival.

It was in this situation of political stalemate, prior to the deployment of the Euro-missiles, that Prime Minister Trudeau launched his peace initiative.

During his travels, all formal avenues for arms negotiations broke off (including the INF, START and MBFR talks), so the Prime Minister's initiative came at a time when there was room for a major thrust for world peace.

But however fine the Prime Minister's intentions, we must look to his actions to better understand perhaps why his initiative has so far received little notice abroad.

While claiming before the world that Canadian policy is non-nuclear, the Trudeau government continues to promote nuclear weapons development, produce nuclear components and test nuclear weapons.

Canada also espouses the NATO policy of nuclear first-use in response to conventional attack.

Canada contributes to military escalation by complicity, if not by design. Under an umbrella agreement with the U.S., Canada may test weapons here — but anywhere else in the world, their use might be totally counter to our own foreign policy. Most importantly, under the terms of the agreement, any proposed testing may become public only after the approval of both defence departments.

It is important to note that neither the umbrella agreement nor the actual decision to test the cruise was ever brought to Parliament for debate by our government. Both were cabinet decisions.

We in the New Democratic Party say that Canada's role can be effective if we match stated principles with specific action.

Here at home, the New Democratic Party has taken an unequivocal position against nuclear proliferation and the spiralling arms race since our founding convention in 1961.

We have called for measures that would switch us from the dangerous path we are now on — towards an international climate of confidence.

They are:

☐support for a nuclear freeze on weapons testing, production and deployment, including that of delivery vehicles;

☐a ban on participation by Canada in the improvement of the capacity to wage nuclear war by refusing to test the Cruise missile system;

☐a policy of no first-use of nuclear weapons as a commitment to the building of confidence among nations;

☐and allocation of one-tenth of one per cent of Canada's defence budget to disarmament efforts and peace education.

Most recently, members of the NDP caucus have introduced private member's bills to make Canada a nuclear weapons-free zone.

We believe that peace begins at home, but we recognize the importance of building the spirit of peace abroad.

Canada, while a middle power with a modest military role to play, nevertheless has a moral obligation to speak up and is in a favourable position to do so, respected as we are among the nations of the world.

We urge that the goals of peace and security verbally espoused by our government be met with concrete action which enhances these goals and makes them a reality.

We must support a multilateral, mutually-verifiable nuclear freeze on production, testing and deployment, as proposed by Sweden at the U.N. We must also reaffirm and extend the non-proliferation treaty with neither vertical development among the nuclear powers nor horizontal spread of weapons to other non-nuclear countries.

A non-first use policy for NATO and for all countries at the United Nations would mean greater global security.

Confidence and trust could be restored to the international scene through a halt to the militarization of space. This would mean the banning of all anti-satellite weapons and would have Canada join the International Satellite Monitoring Agency proposed by France.

It would also mean that Canada would require restrictive clauses in its NASA contracts so that no Canadian technology would be used to develop or build weapons in space.

A real non-nuclear role for Canada would mean declaring this country a nuclear weapons-free zone, thus prohibiting production of subcomponents, testing, storage or transportation of nuclear weapons on Canadian soil, in Canadian airspace or in Canadian harbours.

And, to be consistent with all recent statements about the absurd logic of the first strike strategy, Canada should not test the Cruise missile which is a weapon directly linked with that strategy.

By taking these concrete steps, with the help of the people of Canada who have shown their considerable concern on this issue, we can provide a peaceful and secure future for the world's citizens.

Progressive Conservative Party

I would call upon the Standing Committee on External Affairs and National Defence, because there must be a Resolution seeking the support of all Members of Parliament, namely all the people of Canada, in this initiative.

I would call on the Committee with a special reference to existing zones of tension in the world and to examine and promote disarmament discussion in Canada.

I would call on our government to resume Canada's leading role in promoting nuclear non-proliferation among those countries which now possess nuclear technology and which have the potential of developing non-peaceful uses of such technology.

I would call on the Soviet Union to return immediately to the I.N.F. disarmament talks in Geneva, failing which consideration be given to finding another forum under which all talks can take place.

I would call on the Secretary of State for External Affairs to go further in a Non-First Strike Policy by urging consideration of that policy at the upcoming NATO foreign ministers' meeting.

I would call for the immediate reappointment of an ambassador for disarmament.

Call on our government to send, not a delegation, an all-Party delegation representing every body, to attend the Conference on

Disarmament in Europe taking place in Stockholm and encourage this as a forum for promoting peace.

I would encourage efforts both at the U.N. and regionally, to restrict the transfers of conventional arms expressly to the areas of conflict.

Mulroney statement in Concord, Ontario, October 27, 1983:

We in Canada — desirous as we are for peace — cannot and should not segregate our destiny from that of our NATO allies. Our pride in Canada should not obscure the hard realities of superpower existence, nor should such pride give rise to illusions of influence beyond legitimate bounds that can only disappoint and confuse.

The road to peace is a road the nations of the world must walk together.

In such a complex and perilous enterprise, it seems to me, and I say this with some sadness, that there is little room for one-shot initiatives however well-intentioned I'm sure they are.

We in the Western Alliance must show a common resolve and common sense if we are to convince the Soviet Union that there can and there must be an absolute reduction in the number of nuclear warheads, that world peace urgently demands that this be done.

It seems to me that flexibility and ingenuity have always been the hallmarks of productive negotiation. No such negotiations have ever succeeded without a sense of reasonableness and a becoming degree of objectivity in the analysis of requirements both for ourselves and for the other side.

We in Canada must never shrink from telling the world what we have always stood for — and you in this room know just as well as I that this country has stood for peace. We have fought for it with courage on battlefields too numerous to mention and have laboured for it in the United Nations and across the world. This country has never failed to support the just cause or the honorable position.

When you think about it for a moment, the alternative to such a general commitment is unthinkable and profoundly unacceptable.

History has shown — and current events have confirmed — that the Soviet Union, unfortunately, does not respond to fine words nor does it respond to philosophical musings.

The conclusion is unequivocal. There can be no fruitful negotiation with the Soviet Union without making clear to them that the NATO countries on this issue are united as one. One voice, one policy, one objective: mutual balanced and verifiable arms reduction with a view to securing for all of us a just and durable peace.

Mulroney statement in the House of Commons on Peace and Security, Ottawa, February 9, 1984:

We all dream for the day when nuclear weapons are banished from the earth.

But nuclear weapons cannot be disinvented. They are a terrifying reality which politicial leadership must seek to constrain. Yet a failure to incorporate a credible nuclear component within NATO's overall strategy would be an invitation to nuclear blackmail with consequences too terrible to contemplate. So in this sense the real question before us is how can we best achieve policies which reduce the recourse to nuclear weapons in Europe and elsewhere.

My party and I approach this most important question through three fundamental principles:

☐ Canada's foreign policy should rest on a bi-oartisan search for consensus.

☐The cornerstone of our security is NATO solidarity.

☐ Only through the strengthening of the non-nuclear deterrent can we reduce the present reliance on nuclear weapons.

PEACE PETITION CARAVAN CAMPAIGN

600 BANK STREET, OTTAWA K1S 3T6 (613) 230-7311

WHAT IS THE PEACE PETITION CARAVAN CAMPAIGN?

The Peace Petition Caravan Campaign is a year-long programme of disarmament activities designed to make the Canadian peace movement more effective politically.

Although the Campaign is timed to influence the upcoming federal election, it will help build and strengthen the peace movement over the longer term by involving various groups in co-ordinated activities at the national, provincial and local riding levels. The Campaign will create a stronger network and develop educational and organizational resources.

WHAT ARE THE CAMPAIGN OBJECTIVES?

1. To stop the testing of the Cruise missiles in Canada.
2. To have Canada officially declared a Nuclear-Weapons-Free Zone.
3. To redirect the wasteful spending on the arms race so as to fund human needs and ensure prosperity through peace.

WHAT IS INVOLVED?

(Local groups are encouraged to implement the following set of strategy proposals as they see fit.)

1. **A Petition Drive** in each federal riding to demonstrate that there is a sizeable block of voters committed to nuclear disarmament. This means:
•Soliciting the **support of local community leeders** to build credibility for the Campaign.
•**Educationel ectivities** such as speakers and films for socials and meetings in schools, Churches and community halls.
•**Collecting as many petitions signatures as possible** through local community organizations and religious groups, public meetings, shopping centers and the workplace.
•**Cenvessing door-to-door** — so as to obtain as many petitions signatures as possibla in each riding — anywhere from 50 to 50,000!

2. Delivering the petitions to Ottawa on a **Caraven of Buses and/or a Peece Trein** coming from each coast. There will be rallies held in the major cities enroute and a large **National Rally in Ottawe.**

3. **Lobbying M.P.s and Opposition Cendidetes** — asking for their help with the Campaign; attending nominating and all-candidates meetings to raise disarmament issues; and keeping tha local electorate informed of the candidates' position on the issues.

WHY IS IT LIKELY TO HAVE MORE IMPACT THAN PAST PETITION DRIVES?

This Campaign is designed to transform public opinion into effective politicel leverege. It is **focused on tha Member of Parliement and Opposition Cendidates in their home riding end timed for the pre-election period.** Signatures are being collected in order to indicate to the politicians that many of their constituents are committed to nuclear disarmament end willing to cast their support accordingly. Door-to-door cenvessing will allow for face-to-face discussion of the issues involved end encourage widespread personel involvement. It will serve both to educate the electorate and recruit more supporters for future activities. In short, this Petition Campaign has e specific focus and offers a **practical programme of ection for individual citizens in their home community.** The cross-Canada Caravans will indicate to the national medie and the Government in Ottewa that there is a **nation-wide desira for nucleer disarmament.**

WHO IS SPONSORING THE CAMPAIGN?

The Campaign now involves the strongest coalition of groups yet assembled within the Canadian peace movement. The idea originated with a small disarmament group on Saltspring Island, British Columbia. They helped organize a Canadian Committee of prominent individuals and representatives from major national organizations. The original **sponsoring groups** included the Canadian Labour Congress, the Canadian Federation of Students, Voice of Women, Assembly of First Nations, Greenpeace, Operation Dismantle and several of the regional peace and disarmament coalitions. The Canadian Committee has now expanded to include all social sectors involved in the Canadian peace movement with representation from the regions, from women's groups, the Churches, labour, native, student, professional, development, cultural and environmental groups.

Implementing the Campaign will depend on a multitude of local initiatives by concerned individuals and organizations that share the same vision. For instance, the Toronto Disarmament Network and the Greater Victoria Disarmament Coalition have decided to make this Campaign their priority for the coming year. They will have considerable autonomy to implement the Campaign strategy as they see fit taking into account their own organizational capabilities and regional circumstances. In fact, the Campaign should serve to strengthen the existing disarmament coalitions by recruiting new members, energy and resources from sectors that have not previously been active in peace work.

WHO IS ENDORSING AND SUPPORTING THE CAMPAIGN?

Besides those organizations that are officially sponsoring Campaign activities, there is a long list of individuels who have given it their personal support, including Pierre Berton, Patrick Watson, Margaret Laurence, Doris Anderson, Muriel Duckworth, Walter Gordon, Arthur Erickson, Tommy Douglas and Dr. Donald Bates; Rev. Clarke MacDonald (Moderator of the United Church), Bishop Sherlock of London (President of Canadian Conference of Catholic Bishops), Archbishop Hayes of Halifax, Bishop Proulx of Hull and Bishop Remi De Roo of Victoria; Mayor Dewar of Ottawa, Mayor Eggleton of Toronto and Mayor Harcourt of Vancouver.

☐I need more facts. Send more information only. No obligation.
Here's my contribution of
☐$10 ☐$15 ☐$25 ☐$50 ☐$100 ☐$200 ☐Other $ _____
☐Cheque or money order — made payable to the Peace Caravan Campaign

☐Visa ☐Mastercard Card #_____ Expiry_____

Name Signature

Address

City Prov. Postal Code

Phone: Home Work

☐I wish to be an active volunteer.
Please send me information.

Mail to **Peace Petition Caravan Campaign**
600 Bank St., Ottawa, Ont. K1S 3T6

UNIVERSITE DE MONCTON

CENTRE UNIVERSITAIRE DE MONCTON

L'Université sollicite des candidatures de

PROFESSEURS

en

Anglais
Biologie
Espagnol
Musique
Science politique

Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont la date d'entrée en fonction est le 1er juillet 1984. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible. Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois (3) répondants et être transmise au soin de la personne indiquée ci-dessous à l'adresse suivante:

Centre universitaire de Moncton
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

(Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents seulement.)

ANGLAIS (Poste d'un an)
Fonctions: Enseignement de l'anglais comme langue seconde au niveau intermédiaire.
Qualifications: Maîtrise en anglais ou l'équivalent. L'expérience dans l'enseignement sera prise en considération.
Communiquer avec: Monsieur Joseph Casey, directeur
Département d'anglais
Faculté des arts

BIDLDGIE (Deux postes d'un an)
Fonctions: 1. Enseignement en biologie végétale.
2. Enseignement en microbiologie.
Qualifications: Ph.D. ou équivalent. Les candidats détenant la maîtrise avec expérience en enseignement seront considérés.
Communiquer avec: Monsieur Andrew Boghen, directeur
Département de biologie
Faculté des sciences et de génie

ESPAGNDL
Fonctions: Enseignement de l'espagnol aux niveaux de débutant et intermédiaire.
Qualifications: Maîtrise en espagnol. L'expérience de l'enseignement sera prise en considération.
Communiquer avec: Monsieur Frédéric Grognier, directeur
Département de traduction et des langues
Faculté des arts

MUSIDUE
Fonctions: Enseigner les matières théoriques et la composition au niveau 1er cycle. Selon la compétence, enseignement d'un instrument, de l'histoire de la musique ou direction d'ensembles de musique. Activités de recherche ou de composition.
Qualifications: Ph.D. en musique ou l'équivalent. Les candidats détenant la maîtrise seront aussi considérés. L'expérience de l'enseignement sera prise en considération.
Communiquer avec: Monsieur Martin Waltz, directeur
Département de musique
Faculté des arts

SCIENCE PDLITIQUE (2 postes d'un an)
Fonctions: a) Enseignement et recherche en relations internationales/idées politiques.
b) Enseignement et recherche en administration publique/politique canadienne.
Une certaine polyvalence sera un atout
Qualifications: Ph.D. ou l'équivalent.
Communiquer avec: Monsieur Harley d'Entremont, directeur
Département de science politique
Faculté des sciences sociales

The University of New Brunswick Fredericton

DEPARTMENT OF FRENCH

Applications are invited for a probationary (tenure-track) appointment as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate in the field of French (or Applied) Linguistics (translation, terminology, semantics), and should have a native or near-native command of French, together with some experience in teaching French at the university level. This position requires research competency and involves teaching at the graduate (MA) and undergraduate level in applied linguistics as well as teaching language courses in French. The 1983-84 salary range is $26,794 - $38,072. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., E3B 6E5. The appointment begins on July 1, 1984 with closing date for competition declared when position filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Queen's University Department of Mechanical Engineering

A tenure-track position is available at the Assistant Professor level for an initial three-year term, with a preferred starting date of 1 July 1984. Applicants should have a background in manufacturing and an interest in CAD/CAM-Robotics. Appropriate industrial experience is desirable.

Duties will include undergraduate and graduate teaching in manufacturing, materials and mechanics, development of a strong research programme in manufacturing, and participation in the academic and administrative work of the Department.

Candidates of either sex are equally encouraged to apply.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Submit detailed curriculum vitae with letter and names of three referees by 30 April 1984 to Dr. C.N. Kerr, Head, Department of Mechanical Engineering, Queen's University, Kingston, Ont., K7L 3N6. Tel: (613) 547-5827.

Nuclear war education — p. 23

forthcoming December 1983 symposium at Wingspread, "Public Opinion, the University and US Nuclear Weapons Policy" (sponsored by the American Academy of Arts and Sciences).

3. For example, in my own discipline the April 1983 meeting in New York City, "English Teaching and Nuclear War: A Conference for College and Secondary Faculty" (sponsored by Hunter College) and the projected Special Session at the December 1984 meeting of the Modern Language Association of America, "Teaching about Nuclear War: The Bomb in Language and Literature." Participants in the latter meeting hope to establish a network to facilitate exchange of information among teachers of language and literature and ultimately to publish an annotated bibliography of literary works on the subject of nuclear war. Inquiries may be addressed to Professor Philip N. Gilbertson, Department of English, Texas Lutheran College, Seguin TX 78155 (512/379-4161).

4. See, for example, the fall 1982 issue ("Education for Peace and Disarmament") of *Teachers College Record*, published by Teachers College, Columbia University; the March 1983 issue ("Peace Studies") of *The Forum for Liberal Education*, published by the Association of American Colleges; the March 1983 issue ("Nuclear Arms Education") of *Physics Today*, published by the American Physical Society; and the March/April 1983 issue ("Nuclear Education") of the *Journal of College Science Teaching*, published by the National Science Teachers Association.

5. In Wisconsin alone, new courses on the subject were introduced at Carroll College in Waukesha and at four units of the University of Wisconsin System — i.e., those in Madison, Milwaukee, Oshkosh, and Whitewater.

6. A syllabus packet containing outlines of twenty model courses from across the country is available (at a cost of $12.00 for reproduction and postage) from the Federation of American Scientists Nuclear War Education Project, 307 Massachusetts Avenue, N.E., Washington, D.C. 20002. The Project also publishes a valuable quarterly newsletter ("Countdown"). Address inquiries to Anne E. Gorsuch (202/546-3300).

A newly updated and much expanded fourth edition of the invaluable *Peace and World Order Studies: A Curriculum Guide* is now available from the World Policy Institute (formerly the Institute for World Order), 777 United Nations Plaza, New York NY10017. Address inquiries to Barbara Wien (212/490-0010).

The American Academy of Arts and Sciences is investigating the possibility of establishing a speakers (or campus visitors) program to assist colleges and universities that do not currently offer courses on nuclear weapons and security issues. A pilot program scheduled for the 1984-85 academic year would provide arms control specialists to some fifteen colleges for periods of up to three days. Address inquiries to Jeffrey Boutwell, American Academy of Arts and Sciences, Norton's Wood, 136 Irving Street, Cambridge MA 02138 (617/492-8800).

7. Speakers in the course appeared as a public service and none of them received an honorarium. Those coming from out of state were paid their travel expenses.

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

YORK UNIVERSITY. Department of Physical Education and Athletics. Co-ordinator of Recreation. 1. Tenure-track position in Recreation. 2. Ph.D. or equivalent in the area of Recreation and Leisure Studies is preferred. A sound practical background in the recreation field, proven administrative experience and ability for creative leadership in the field. 3. Teaching academic courses in recreation, co-ordinating the recreation programme at York and providing leadership in the area of recreation and leisure studies. 4. Salary commensurate with qualifications and experience. 5. Letter of application, curriculum vitae and names and addresses of referees should be sent to: Dr. S. Robbins, Chairman and Director, Department of Physical Education and Athletics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, (416) 667-2346. 6. Deadline April 30, 1984. 7. Starts July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES. Executive Director. ACUNS is seeking an Executive Director whose appointment would commence on or about September 1, 1984. ACUNS is an Association of 33 Canadian universities active in northern studies and research. Qualifications: The position requires working knowledge of Canadian universities and/or related government activities, administrative skills, research or comparable northern experience in university and/or government. Bilingualism is an asset. Preference will be given to candidates from universities, government or industry who have a demonstrated scholarly interest in the North, and appropriate management experience, preferably in a capacity which would provide familiarity with the agencies and groups involved in northern studies. Initial appointment for 2 years, secondment possible. Remuneration at university scale. Submit résumés or inquiries by May 1, 1984 to: J.G. Nelson, Chairman, Search Committee, c/o Faculty of Environmental Studies, University of Waterloo, Waterloo, Ont. N2L 3G1.

ASSOCIATION UNIVERSITAIRE CANADIENNE D'ETUDES NORDIQUES. Directeur Général. L'AUCEN recherche un Directeur général dont la nomination prendrait effet vers le 1er septembre 1984. L'AUCEN est une association de 33 universités Canadiennes actives dans les domaines des études et de la recherche nordique. Qualifications: Ce poste exige une connaissance pratique des universités Canadiennes et/ou des activités gouvernementales correspondantes, des compétences administratives et une expérience nordique ou comparable de la recherche universitaire et/ou gouvernementale. Le bilinguisme constitue un avantage. La préférence sera accordée aux candidats en provenance des universités, du gouvernement ou de l'industrie qui ont un intérêt érudit probant dans le Nord et une expérience administrative appropriée, de préférence dans un domaine qui les aura familiarisés avec les agences et les groupes engagés dans les études nordiques. Initialement, la nomination est pour deux ans, détachement à partir d'un autre organisme est possible. Le rémunération est à l'échelle des universités. Les curriculum vitae et demandes de renseignements devront être soumis avant le 1er mai 1984 à: J.G. Nelson, Président, Comité de recherche, a/s Faculty of Environmental Studies, University of Waterloo, Waterloo, Ont. N2L 3G1.

FEDERATION OF NEW BRUNSWICK FACULTY ASSOCIATIONS. Executive Director. The Federation of New Brunswick Faculty Associations requires the services of a bilingual Executive for its Fredericton Office. Beyond an ability for routine administration, a good deal of imagination, initiative and judgement are required. Under the authority of the president, the Executive Director will: Implement the decisions and policies of the Federation; provide the necessary services to the committees and officials of the Federation; sit as counsellor on the meetings of the Council, Executive Committee and principal committees of the Federation; prepare and coordinate the documentation, working papers and briefs for meetings with government agencies and other bodies; represent the Federation at meetings of provincial and national agencies; organize publicity and communications internally and externally. Candidates should hold a university degree. Knowledge of, or interest in, the Canadian University milieu of the goals of the professional associations and unions of Canadian universities and of the departments and agencies responsible for higher education would be considered assets. Ability to communicate in both official languages of the Province is required, as is the flexibility to direct an office and stimulate cooperation and communication from the member organizations of the Federation. Salary is negotiable depending on the qualifications and the experience of the candidate. Applications together with a curriculum vitae and three letters of reference should be addressed at the latest by April 30, 1984 to: Professor George Semeluk, Treasurer, Federation of New Brunswick Faculty Associations (FNBFA), 65 Brunswick Street, Suite 202, Fredericton, N.B., E3B 1G5.

FEDERATION DES ASSOCIATIONS DE PROFESSEURS D'UNIVERSITE DU NOUVEAU-BRUNSWICK. Secretaire Executif(ve). La Fédération des Associations de professeurs de Nouveau-Brunswick requiert le service d'un(e) Secrétaire Exécutif(ve) bilingue, pour son Secrétariat à Frédéricton. Au-delà l'administration du secrétariat, le poste exige de l'imagination, du jugement et de l'initiative. Sous l'autorité directe du Président de la Fédération, le (la) Secrétaire Executif(ve) devra: voir à la mise en oeuvre des décisions et activités de la Fédération; assurer les services nécessaires aux comités et responsables élus de la Fédération; siéger au Conseil, au Bureau de direction et sur les prin-

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cipaux comités de la Fédération à titre de conseiller; veiller à la préparation de dossiers et mémoires pour les instances, représenter la Fédération auprés des organismes extérieurs; organiser la publicfté et les communications à l'intérieur de la Fédération. Comme qualifications, le(la) candidat(e) devra posséder les diplômes universitalres exigés par sa profession. Ses connaissances du milieu universitaire canadien, les buts des associations professionnelles et syndicales universitaires de la province et du pays, des ministéres et egences responsables de l'enselgnement supérieur seront des atouts considérables. Une maitrise suffisante des langues officielles est aussi indispensable, comme la souplesse nécessaire pour diriger un bureau et stimuler la co-opération et la communication des membres. Le salaire est négociable selon les qualifications et l'expérience du (de la) candidat(e). Priére de faire parvenir sa demande accompagnée d'un curriculum vitae ainsi que trois lettres de références au plus tard le 30 avril 1984 à: Professeur George Semeluk, trésorier, Fédération des associations de Professeurs d'universlté de Nouveau-Brunswick (FAPUNB), 65 rue Brunswick, sulte 202, Fredericton, N.B., E3B 1G5.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Faculty of Architecture. Applications or nominations are invited for the position of Head of the Department of Urban and Rural Planning. The department is seven years old and offers a professional Master's degree following successful completion of a co-operative (work-study) program of two years. There are presently 19 full and part-time students. Responsibilities of the appointment include: the administration, academic planning and development of the department; teaching graduate planning courses; research. A doctoral degree in Planning or a related discipline is desirable. Eligibility for membership in the Canadian Institute of Planners is essential. It is desirable that the appointment be made with effect from July 1, 1984 or as soon thereafter as possible. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, enquiries, or nominations, including a detailed curriculum vitae and the names and addresses of three referees, should be addressed to Dr. Essy Baniassad, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

WATERLOO LUTHERAN SEMINARY. Chief Executive Officer. Waterloo Lutheran Seminary invites applications for the position of Chief Executive Officer fulfilling the duties of Principal-Dean-Registrar. Required: earned doctoral degree which includes theology and/or religion; one quarter SPE (CPE); ordained Lutheran pastor in good standing with minimum 3 years parish experience; demonstrated leadership abilities in administration, budgeting, fundraising, negotiating. This person shall be or shall become a member of the Eastern Canada Synod — LCA clergy roster and must be able to relate effectively with the ECS Synod, the Church and Community. Must have ability to work effectively with faculty/staff/students of the Seminary as well as with administration/faculty/staff of federated university. Experience at or equivalent to Associate or Professorial level; to teach minimum one course per year. Process of selection to begin June to make appointment effective Sept. 1/84. In accordance with Canadian Immigration requirements this ed is directed to Canadian citizens and permanent residents. Send application/résumé to: The Search Committee, Waterloo Lutheran Seminary, Waterloo, Ontario, N2L 3C5.

ST. ANDREW'S COLLEGE. President. St. Andrew's College, a theological college of the United Church of Canada, is seeking applications and nominations for the position of President. The position will be available as of July 1, 1985. The College, affiliated with the University of Saskatchewan, is located on the campus and works in cooperation with the other theological colleges affiliated with the university. The College is an associate member of the A.T.S. Current enrolment is approximately 45 students; a co-ed residence for 104 people is also operated by the College. The President is the chief executive officer of the College and is responsible to the Board of Regents for the overall effectiveness of the College. Please address applications or nominations by June 30, 1984, to: Chairperson of the Presidential Search Committee, St. Andrew's College, 1121 College Drive, Saskatoon, Saskatchewan, S7N 0W3.

THE ONTARIO CANCER FOUNDATION. Chief Physicist. The Ontario Cancer Treatment and Research Foundation invited applications for the position of Chief Physicist of the Ottawa Regional Cancer Centre. This Centre has two divisions at the Civic and General Hospitals. They are designed for 2,500 new patients per year receiving radiotherapy and chemotherapy. Academic affiliation will be with Carleton University, Department of Physics and University of Ottawa, Department of Radiology. The successful candidate will have responsibility for supervising the service and training activities of the Physics Department of the Centre and for conducting e research program. A Ph.D. is a prerequisite and the candidate is expected to be given an academic appointment at both Universities. In collaboration with Atomic Energy of Canada Limited, the National Research Council and the Universities, it is proposed to develop a research and development program on the application of physics to medicine. Salary is open to negotiation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and a list of three references should be forwarded to Dr. G.E. Catton, Director, Ottawa Regional Cancer Centre, 190 Melrose Avenue, Ottawa, Ont. K1Y 4K7, Canada.

UNIVERSITY OF SASKATCHEWAN. Medicine. The College of Medicine, University of Saskatchewan, is seeking applications for the position of Head, Department of Anaesthesia. Associated with the headship will be a tenure-track academic appointment. The successful candidate will be expected to provide administrative direction to a department consisting of approximately 20 faculty members, encompassing both Saskatoon and Regina, and to provide academic leadership in undergraduate teaching, postgraduate teaching, research and service. The appointment will be at a level commensurate with qualifications and experience. Please send application, including curriculum vitae and names of 2 referees, to: I.M. McDonald, M.D., Dean of Medicine, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOUNTING

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching accounting in an expanding School which includes an accounting co-op program that is now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: Prof. J.A. Edds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

ADMINISTRATIVE STUDIES

BRANDON UNIVERSITY. Department of Economics (Administrative Studies). Applications are invited for a full-time tenure-track appointment. Rank and salary commensurate with qualifications and experience. Qualifications: Completed Ph.D. preferred. Current annual salary bases. Lecturer $20,410, Assistant Professor $25,900, Associate Professor $32,950. Strong background in Marketing, Corporation Finance, Taxation and/or Auditing desirable. Effective date of appointment 1st September 1984. Closing date: when position filled. Send curriculum vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba R7A 6A9. This position is contingent upon funding and, in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. School of Administrative Studies. Expanding School is seeking applicants for faculty positions in Marketing; Production and Operations Research; and Management. Ph.D. preferred. ABD considered. Rank open; salary and rank will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted to: Dr. William W. Liddell, Chairmen, Department of Management and Marketing, School of Administrative Studies, Brock University, St. Catharines, Onterio, L2S 3A1.

ATHABASCA UNIVERSITY. Administrative Studies. Academic Positions (tenure-track). The Department of Administrative Studies, Athabasca University, is recruiting academics to design and deliver home-study courses in the following subject areas. Marketing/Small Business; Organizational Behaviour; Management Science; Business/Personnel Policy; industrial/Labour Relations, including such areas as collective bargaining, occupational health and safety, labour law and arbitration. Responsibilities: to work with a team of course designers to plan, develop and deliver undergraduate courses for home-study. To engage in related research. Qualification: Ph.D., DBA or LLB preferred. Will consider candidates with MBA plus related experience. Background in adult and/or professional education an asset. Salary: Positions will be filled at one of three levels commensurate with the candidates' qualifications and experience. Assistant Professor Equivalent — $31,140 minimum; Associate Professor — $39,204 minimum; Full Professor Equivalent — $49,428 minimum. Athabesca University is a distance-education institution offering undergraduate degrees in Administrative Studies, Arts and General Studies. The University will be relocating to its new facilities in the town of Athabasca, 85 miles north of Edmonton, in the autumn of 1984. Reply, with résumé and the names of three referees, to Coordinator of Recruitment, Athabasca University, 12352 - 149 Street, Edmonton, Alberta, T5V 1G9. The competition will remain open until vacancies are filled. The earliest appointment will be April 1, 1984. Some subject areas will require budgetary approval.

ANIMAL SCIENCE

THE UNIVERSITY OF ALBERTA. Animal Science. The Department of Animal Science, University of Alberta, is seeking applicants for the position of Research Associate in Nutritional Biochemistry. The applicant should have a Ph.D. in Food Biochemistry and Technology with experience in surgical techniques for laboratory animals. The field of research will involve in vivo metabolism studies with pigs, including the effect of antinutritional factors on digestive enzyme secretion by the pancreas and nutrient availability. The applicant should submit curriculum vitae, transcripts, bibliography and the names and addresses of four persons who are qualified to judge the applicant's qualifications to: Dr. W.C. Sauer, Associate Professor of Monogastric Nutrition, Department of Animal Science, The University of Alberta, Edmonton, Alberta, T6G 2P5. Salary will be $25,000. This position will be for three years, contingent upon continuation of funding. Deadline for applications: April 30, 1984. The University is an equal opportunity employer, but in accordance with Canada Employment and Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

ANTHROPOLOGY

McMASTER UNIVERSITY. Department of Anthropology. The Department of Anthropology at McMaster University is inviting applications for a nine-month contractually limited appointment at the rank of Lecturer or Assistant Professor, effective September 1, 1984. Candidates should have a strong interest in social anthropology, contemporary anthropological theory and field research methods, and be close to completion or have completed the Ph.D. degree. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is May 15, 1984. Applications including curriculum vitae and names of three referees should be sent to Dr. D. Counts, Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.

THE UNIVERSITY OF LETHBRIDGE. Feculty of Arts and Scfence. Department of Anthropology. 1. Title: One full-time half-position at the Assistant Professor level. 2. Qualifications: Ph.D. in Anthropology plus publications. Theoretical specialfzations in ethnicity, urban anthropology; areal specialization outside of North America. 3. Responsibilities: Applicant must have a commitment to teach at the undergraduate level, and to do research. Teaching and research experience are essential. 4. Salary Minimum: Half of Assistant Professor (1983-84): $14,160. 5. Applications, including curriculum vitae, transcripts and three letters of reference should be sent to: Dr. D.A. Aycock, Chairman, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Tenure-track half-position to begin 1 July, 1984. 7. Closing Date: 1 May, 1984. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY. Anthropology. Applications are invited for a half-time leave replacement in Cultural Anthropology for 1984-85. Responsibilities involve teaching one upper-year course on Latin America and a half of Introduction to Cultural Anthropology. Rank and salary at the lecturer level, subject to budgetary approval. Ph.D. or near completion preferred. For further information or to apply (submit curriculum vitae and the names of three referees), contact Professor Paul F. Healy, Chairman, Department of Anthropology, Trent University, Box 4800, Peterborough, Ontario, K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Anthropology. Applications are invited for half-time leave replacement in Biological Anthropology for 1984-85. Responsibilities involve teaching one upper year course in Primatology and participation in the first year Introductory Course. Rank and salary at the lecturer level, subject to budgetary approval. Ph.D. or near completion preferred. For further information or to apply (submit curriculum vitae and the names of three referees), contact Professor Paul F. Healy, Chairman, Department of Anthropology, Trent University, Box 4800, Peterborough, Ont. K9J 7B8. In accordance with Canadian Immigration requirements, this edvertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Anthropology. Applications are invited for a contractually-limited term appointment in Social Anthropology. Preferred teaching and research interests include sex roles and cultures of modern Canada but other related interests will be considered. The appointment will be at the assistant professor level on a scale currently starting at $25,400. Appointments may be at lecturer level if Ph.D. is incomplete. Applications with curriculum vitae and the names of three referees should be sent to: Professor R. Shirley, Anthropology, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applicetions: May 1st, 1984.

ARCHITECTURE

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Architecture. The Faculty of Architecture, Technical University of Nove Scotia, invites applications for a full-time tenure-track position. The Faculty regards the university as an institution with broad social and educational duties where members are privileged and responsible with much freedom of action and initiative in the practice of their duties in teaching research and the general advancement of the university. The program of the School of Architecture is organized in terms of four major areas: Design, Humanities, Technology and Professional Practice. In the present appointment the Faculty wishes to search for experience and interest in the area of design. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For particulars write to: Dr. Essy Baniassad, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

ARTS

UNIVERSITY OF WATERLOO. Fine Arts. Applications are being accepted for the position of Lecturer for sabbatical replacement in Fine Arts. Qualifications include Ph.D. or M.A. in Art History; evidence of research in Renaissance and Modern Art; teaching experience at undergraduete level. Applications should be sent to Professor Anthony Ur-

quhart, Chairman, Department of Fine Arts, HH 383K, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 1 July 1984. Closing date for receipt of applications is 20 April 1984. Salary commensurate with experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval.

UNIVERSITE DE MONTREAL. Faculté des arts et des sciences. Programme de littérature comparée. Poste de professeur à plein temps (sous réserve d'approbation budgétaire). Fonctions: Enseignement, recherche, encadrement d'étudiants gradués. Exigences: Ph.D.; connaissance de trois langues et compétence dans une discipline non-littéraire; le dossier doit faire état d'activités de recherche. Le candidate devra également être spécialisé en littérature comparée, théorie et critique de la littérature, de préférence période antérieure au XVIIIe siècle. Expérience de travail dans une orientation interdisciplinaire. La langue de travail est le français. Traitement: Selon les normes de la convention collective en vigueur. Date d'entrée en fonction: Le 1er juin 1984. Date de clôture des candidatures: Le 5 mai 1984. Les candidats sont priés de faire parvenir leur curriculum vitae a: M. Walter Moser, Responsable, Programme de littérature comparée, Faculté des arts et des sciences, Université de Montréal, C.P. 6128, succursale A, Montréal (Quebec), H3C 3J7.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Concordia University, Faculty of Fine Arts, Department of Art Education and Art Therapy seeks a one year leave replacement in Art Education. The appointment will commence June 1, 1984. The eppointee will be required to teach three 6-credit courses per year from those offered at both undergraduate and graduate levels and supervise M.A. and Ph.D. theses. Appointee should have substantiel teeching experience in the schools and be capable of supervising student teaching practicum. University teaching experience at the graduate level is essential and bilingualism (English-French) will be considered an asset. Rank and salary will be commensurate with the applicant's qualifications and experience. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as references. In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Please address all applications to: Dr. David A. Pariser, Chairman, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd., W., Montréal, Québec, H3G 2M5.

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Concordia University, Faculty of Fine Arts, Department of Art Education and Art Therapy seeks a full-time tenure-track appointment. The appointment will commence June 1, 1984. The appointee will be required to teach three 6-credit courses per year from those offered at both undergraduate and graduate levels and supervise M.A. and Ph.D. theses. Appointee should have substantial teaching experience in the schools and be capable of supervising student teaching practicum. University teaching experience at the graduate level is essential and bilingualism (English French) will be considered an asset. Unilingual candidates must be prepared to acquire fluency in the second language. Rank and salary will be commensurate with the applicant's qualifications and experience. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as references. In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Please address all applications to: Dr. David A. Pariser, Chairman, Department of Art Education and Art Therapy, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd., W., Montréal, Québec, H3G 2M5.

CONCORDIA UNIVERSITY. Liberal Arts College. Visiting Professor in Liberal Arts College, Concordia University. Two multidisciplinery seminars in the College's Core Curriculum: (1) The Crisis of the "Modern", 1918-1948 (Senior Research Seminar); (2) Contemporary Civilization: 19th end 20th Century Social and Political Thought (textuel emphasis, e.g., Hegel, Marx Weber, Freud). Associate Professor level, 8-month appointment beginning September 1, 1984. Candidates must hold a regular appointment at another university. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The availability of this position is subject to final budget approval. Send inquiries and C.V.s to: F. Krantz, Principal, Liberal Arts College, Concordia University, 1455 de Maisonneuve Boulevard W., Montreal, Québec, H3G 1M8.

THE UNIVERSITY OF LETHBRIDGE. Dramatic Arts. 1. Title: Assistant Professor, Department of Dramatic Arts. One position to teach undergraduate courses in design with emphasis on costume design and manufacture. 2. Qualifications: M.F.A. degree or equivalent; professional theatre experience and university teaching experience preferred. 3. Responsibilities: In addition to the course load, the successful candidate will work closely with faculty and students in support of emerging production program. 4. Salary: Assistant Professor minimum (1983/84): $28,319. 5. Applications: Applications should include a curriculum vitae, a statement of the candidate's philosophy of teaching, and the names of three referees sent to: David G.P. Spinks, Chairman, Department of Dramatic Arts, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. 6. Effective date: Tenure-track appointment, beginning July 1, 1984. 7. Closing date: May 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY

UNIVERSITY OF OTTAWA. Nutrition. The Nutrition programme in the Department of Biochemistry invites applications for a full-time tenure-track position at Associate or Assistant Professor level. Responsibilities include teaching Therapeutic Nutrition courses, and developing a research programme in Nutrition. Qualifications: Ph.D. in Nutrition or releted discipline required; experience in Dietetics (Registered Dietitian) as well as knowledge of French are assets. Salary dependent on rank and experience. Deadline for epplication: April 30, 1984. Please submit application with curriculum vitae, publication list, brief summary of research interests and names of three referees to: Dr. Morris Kates, Chairman, Department of Biochemistry, University of Ottawa, Ottawe, Ontario, K1N 9B4. In accordence with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Biochemtstry. Post-doctoral training positions are available in the Department of Biochemistry, University of Toronto, in the fields of molecular biology, membrane structure and function, enzymology, immunology, protein chemistry, intermediary metabolism, etc. Candidates must have a Ph.D. in biological sciences. Recent post-doctoral experience is desirable but not essential. Candidates need not be landed immigrants or Canadian citizens. Appointments can commence immediately and are tenable for up to two years. Salary is commensurate with experience and follows MRC guidelines. Applications, including curriculum vitae and names of at least three referees, should be sent to: Dr. H. Schachter, Chairman, Department of Biochemistry, University of Toronto, Toronto, Ontario, M5S 1A8.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applicetions are invited for the position of Professionel Research Associate. This position, available on July 1, 1984, is long-term subject to periodic renewal by the Medical Research Council of Canada. The applicant will conduct basic research on the roles of lipids in biological membranes, especially physical (calorimetric and NMR) studies of lipid phase behavior and lipid molecular order and dynamics, lipid-protein interactions and the lipid modulation of the activity of membrane-bound enzymes. Candidates should possess the Ph.D. degree in Biochemistry, Biophysics or a related area and at least two years of appropriate postdoctoral experience. Starting salary is $23,125 per annum for someone with two years of postdoctoral training, increasing by $1,125 for each eddltlonal year of experience. The University is an equal opportunity employer, but in eccordance with Canadian government regulations, this ed is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent by May 1, 1984 to: Dr. R.N. McElhaney, Department ot Biochemistry, University of Alberta, Edmonton, Alberta, Cenada, T6C 2H7.

BIOLOGY

MOUNT ALLISON UNIVERSITY. Biology. Applications are invited for a tenure-track position at the level of assistant professor effective July 1, 1984. The position is conditional on budgetary approval. Ph.D. and postdoctoral experience required. Field of specialization open but preference will be given to candidates where teaching duties could include a sophomore term course in cellular biology. Floor of assistant professor 23,000 + (collective agreement pending). Applications including curriculum vitae, three (3) letters of reference and statement of teaching and research interests to Dr. Colin G. Paterson, Head of Biology Department, Mount Allison University, Sackville, New Brunswick, E0A 3C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Biology. The Department of Biology, McMaster University, invites applications for two positions, one in developmental biology and one in cell biology. One appointment will be a tenure-track appointment at the assistant professor level; the other an NSERC-University Research Fellowship. The successful candidates will be expected to contribute to undergraduate teaching, at all levels and to develop strong research programmes. A completed curriculum vitae, including names of at least three referees, should be received no later than May 30, 1984 by Dr. S. Mak, Chairman, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. In eccordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Biology. The Department ot Biology, McMaster University, invites applications for a tenure-track position of assistant professor of biology in the area of microbiology. The successful candidate will be expected to teach an introductory course in microbiology and contribute to teaching in advanced microbiology courses, and to develop a strong research programme. A completed curriculum vitae, including names of at least three referees, should be received no later than May 30, 1984 by Dr. S. Mak, Chairman, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Biology. Applications are invited for e full-time tenure-track position at the rank of Assistant Professor, tenable from September 1, 1984. A Ph.D. in Microbiology or related area is required. The successful candidate is expected to teach a sophomore level course in Biology and a senior level course in Microbiology and to participate in the honors program. The successful candidate is also expected to develop an active research program in an area of Microbiology. Preference will be given to individuals with post-doctoral experience. A curriculum vitae and the names of three referees should be sent to: Dr. K.K. Thomas, Chairman, Department of Biology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be accepted until the position is tilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. LUTHER COLLEGE. Biology. Luther College, a federated college ot the University of Regina, and a member of the A.U.C.C., invites applications for a positlon (tenure-track) in Biology, commencing July 1, 1984. Concentration area: Human Ecology. Qualification: Ph.D. or equivalent preferred. Primary assignment: teaching undergraduates in introductory classes as well as in concentration area. Other general duties in accordance with College goals. On-going research. Salary according to scale, commensurate with qualifications and experience: 1983 tloor for Lecturer $21,623; for Assistant Professor $25,294; for Associate Professor $33,197. Apply, including curriculum vitae and the names ot three referees, to Dr. Roland E. Miller, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Closing dete for receipt of applications: date position is filled. In accordance with Canedian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. For information: the special mendate given a federated college by the University of Regina is to provide a small college atmosphere within the larger University and to assist the University in its task of reflecting on values.

LAKEHEAD UNIVERSITY. Biology/Forestry. A vacancy exists for a botanist or a forest ecologist to teach aspects of introductory plant biology to biology and forestry majors and to teach dendrology. This is a 9 month fixed term appointment to replace a faculty member on leave. The appointment will commence September 1984. Ph.D. and teaching experience preferred. Salary is commensurate with experience. In accordance with Canadien Immigration requirements, this advertisement is addressed to Canadian citizens and landed immigrants. Please forward a curriculum vitae and the names of three referees as soon as possible to: Dr. J.S. Mothersill, Dean, Faculty of Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

THE UNIVERSITY OF LETHBRIDGE. Biological Sciences. 1. Title: Assistent Professor, Department of Biological Sciences. One position, pending availability of funds. 2. Qualifications: Ph.D. or equivalent with specialization either in the area of Microbiology or Plant Physiology. 3. Responsibilities: Teaching of basic undergraduate courses in Microbiology end Plant Physiology with development ot advanced courses and a research program in either Microbiology or Plant Physiology. 4. Salary: Assistant Professor Minimum (1983-84): $28,319. 5. Applications: Applications, including a curriculum vitae, a statement about the applicant's plans for development of advanced courses and a research program, statement about the applicant's philosophy of teaching, and the names of four referees, at least two of which are familier with the applicant's involvement with teaching should be sent to: Dr. Lucius Stebbins, Chairman, Department of Biological Sciences, University of Lethbridge, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Tenure-track appointment, beginning July 1, 1984. 7. Closing date: April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Biology. The Department of Biology, Universlty of New Brunswick, Fredericton Campus required a geneticist with expertise in Botany or Plant Science with a main responsibility to teach genetics and to carry out a vigorous research program. The candidate must have a Ph.D. degree and proven ability in research and teaching. Assistant Professor, 2-year term appointment possibly leading to tenure-track, to start July 1, 1984, subject to budgetary approval. Apply, giving full c/v, a letter indicating the nature of a proposed research program and names of three academic referees to: Dr. M.D.B. Burt, Chairman, Department of Biology, University of New Brunswick, Bag Service 45111, Fredericton, N.B., E3B 6E1. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Schoof ot Human Biology. Applications are being accepted for a contractually limited position, Assistant Professor, Ph.D. with background in human biomechanics. Teach courses in biomechanics and conduct research in this area. Minimum salary $24,995.25. Applications to Dr. L.A. Cooper, Director, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. Starting August 1st, 1984. The closing date tor applications is April 30th, 1984. Position subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF WATERLOO. Business Administration. Accounting and finance — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send résumés to: Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these

positions is subject to budgetary approval. It is in the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Organization Behaviour, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor $29,720 to $41,820; Associate Professor $37,420 to $53,858; Professor from $48,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Positions subject to availability of funding. Send résumé to: Dr. R.E. Schneck, Acting Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

UNIVERSITE LAURENTIENNE. Commerce. 1. L'Université sollicite les candidatures de professeurs (hommes et femmes) pour remplir des poste à l'Ecole de commerce et d'administration, sous réserve d'autorisation budgétaire: 1) Finances; 2) Commercialisation; et pour remplacer des professeurs en congé sabbatique dans les secteurs suivants: 1) Comportement dans l'organisation; 2) Contrôle; 3) Gestion. 2. Ph.D. ou dissertation à un stade avancé. La connaissance du français et de l'angalis serait un atout. 3. Enseignement de cours du premier cycle ou de la maîtrise en administration des affaires. 4) Traitement en fonction des titres et de l'expérience. 5. Application à: Professeur K.E. Loucks, Directeur, Ecole de commerce et d'administration, Université Laurentienne, Sudbury (Ontario), P3E 2C6. 6. Début 1er juillet 1984. 7. Date limite: Lorsque les postes auront été remplis. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

LAURENTIAN UNIVERSITY. Commerce. 1. The University is seeking applications from men and women to fill the following positions in the School of Commerce and Administration, subject to budgetary approval: 1) Finance; 2) Marketing; as well as sabbatical repiacements in 1) Organizational Behaviours; 2) Control; 3) Management. 2. Ph.D. or advanced dissertation stage. Bilingualism (French and English) would be an asset. 3. Teaching undergraduate and/or M.B.A. courses. 4. Salary dependent upon qualifications and experience. 5. Apply: Professor K.E. Loucks, Director, School of Commerce and Administration, Laurentian University, Sudbury, Ontario, P3E 2C6. 6. Starts: July 1, 1984. 7. Deadline: When positions filled. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill a number of leave replacement positions. Salary competitive, according to qualifications and experience. Applicants should hold the MBA with considerable experience, but Ph.D. degree is desirable. Duties include undergraduate teaching in one or more of accounting, finance, personnel and industrial relations, management and information systems. Effective date of appointment is July 1 or September 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Application and résumé should be addressed to Dr. N. McGuinness, Chairman, Appointments Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting (ii) Administrative Studies (includes Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. Ph.D. (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualitications and are competitive. Send résumé to: Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Preference will be given to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Relations including Personnel Management, Management including Business & Society end Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure-track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with e very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is MBA with a good academic record. Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1984 or January 1, 1985 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to: Dr. K.P.K. Nair, Dean, Faculty ot Administration, University of New Brunswick, Bag Service #45555, Fredericton, New Brunswick, Canada, E3B 6E5.

UNIVERSITY OF NEW BRUNSWICK. Business Administration. The Division of Administration invites applications for tenure-track positions in Financial Accounting and in Organizational Behaviour (preferably from candidates with specialization in Personnel). Salary and rank will be commensurate with qualifications and experience. Qualifications required include the Ph.D. completed or near completion; candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until May 4, 1984. Please send c.v. and the names and addresses of three referees to Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, Canada, E2L 4L5. In accordance with Canadian Immigration regulations, preference will be given to citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. School of Business Administration. The School of Business Administration at Dalhousie University has positions open in Management Information systems. Candidates are expected to be capable researchers, have considerable computer experience, and have a strong research or industrial record in their area of specialization. Applications are invited from candidates with Ph.D. or equivalent experience. Salary and rank will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the names of three references and should be sent to Dr. John H. Scheibelhut, Director, or Dr. M.A.H. Dempster, R.A. Jodrey Professor, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1984. Applicants should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in one or more of the following fields: Accounting, Financial Management and Organizational Behaviour. Rank is open; current minimum salary for an Assistant Professor is $24,564. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to Dr. Thomas A. Allaway, Associate Dean, Algoma University College, 1520 Queen Street, East, Sault Ste. Marie, Ontario, P6A 2G4.

ST. FRANCIS XAVIER UNIVERSITY. Department of Business Administration. Applications are invited for tenure-track and term appointments in the Department which will start August 1, 1984. The Department offers a four year B.B.A. Degree at the major and Honours level. Enrollments are limited. Positions are available teaching and conducting research in one or more ot the following areas: Accounting, Finance, Marketing and Organizational Behaviour. Ph.D. or in progress preferred. Masters degree will be considered. Rank and salary will be dependent on qualifications and experience. Applications, including curriculum vitae, transcripts end references, should be sent to Professor Leo T. Gallant, Chairman, Department of Business Administration, St. Francis Xavier University, Antigonish, N.S., B2G 1C0.

CHEMISTRY

MOUNT ALLISON UNIVERSITY. Chemistry. Applications are invited for a term appointment at the Assistant Professor rank. The initial appointment would be for one year with the possibility for renewal for two additional years. Applicants should have a Ph.D. degree, post-doctoral experience end preferably a background in inorganic/analytical chemistry. Teaching responsibilities will be in introductory chemistry and one other area suited to the applicant's background and experience. Research, especially that involving undergraduate honours students, is strongly encouraged. Salary range will be $23,000+. Applications with complete vitae and the names of three referees should be sent to — Dr. K.A.H. Adams, Head, Department of Chemistry, Mount Allison University, Sackville, New Brunswick, E0A 3C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing Date: When position is filled. Date of Appointment: July 1, 1984.

ATHABASCA UNIVERSITY. Chemistry. Academic Coordinator. Assistant Professor. Athabasca University specializes in distance education and offers undergraduate degrees in Arts, Administrative Studies and General Studies. Duties: to prepare and deliver undergraduate home-study courses in introductory chemistry, organic chemistry and human nutrition. Qualifications: Ph.D., experience in distance or adult education an asset. Salary: $31,140 - $40,104 (1983-84 scale). Start: July 1, 1984. Competition will remain open until a suitable candidate is appointed. Athabasca University will be relocating to Athabasca, Alberta, 85 miles north of Edmonton. This position will be officially relocated in September 1984. Reply to: Coordinator of Recruitment, Athabasca University, 12352-149 St., Edmonton, Alberta, T5V 1G9.

UNIVERSITY OF NEW BRUNSWICK. Department of Chemistry. Physical Chemistry, Physical-Organic Chemistry or related area. Assistant or Associate Professor. The Chemistry Department is seeking well qualified candidates with expertise in physical chemistry including physical-organic chemistry or physical-biochemistry of macromolecules. Applications are also encouraged from outstanding candidates in other areas of chemistry. Applicants should have a strong commitment and demonstrated ability to develop a creative research program. This position is subject to budgetary approval. Send applications to J.A. Findlay, Chairman, Chemistry Department, University of New Brunswick, Bag Service #45222, Fredericton, N.B., Canada, E3B 6E2 and include complete biographical data with publication list, reprints of recent papers, names and addresses of three referees, a short research proposal and a statement of teaching experience and interests. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. Applications are invited for a tenure-track position at the Assistant Professor rank. Candidates must have a Ph.D. with specialization in NMR Spectroscopy. Teaching and post-doctoral research experience would be desirable. The successful candidate will join the Department's newly formed analytical chemistry unit. Salary will be commensurate with experience. This position will be available July 1, 1984, subject to budgetary confirmation. Applicants should send a complete curriculum vitae together with a list of publications, the names and addresses of three professional referees and a brief research proposal to: R.P. Steer, Acting Head, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Department of Chemistry. Position anticipated for post-doctoral research associate with experience in Photochemistry and environmental engineering. Write C.H. Langford, Chemistry, Concordia University, 1455 de Maisonneuve Blvd., W., Montreal, Quebec, H3G 1M8.

UNIVERSITY OF PRINCE EDWARD ISLAND. Chemistry. The Department of Chemistry requires a faculty replacement in Biochemistry or Inorganic Chemistry, for a limited appointment of up to 12 months to teach at the undergraduate level, beginning August 15, 1984. Teaching duties will be assigned to allow the sabbatical leave of a permanent faculty member. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a detailed curriculum vitae to: Dr. Cirill Schmidt, Chairman, Department of Chemistry, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada, C1A 4P3.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics & Optimization. Applications are being accepted for the position of Assistant Professor in the area of Continuous or Discrete Optimization, starting July 1, 1984. A Ph.D. degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The successful candidate will be encouraged to become involved in such applications through research contracts. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary will be commensurate with qualifications and experience. Interested individuals should send résumés and the names of three references to: Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

COMMUNICATION

SIMON FRASER UNIVERSITY. Communication. Applications are invited for an eight-month (or one-year, depending on budget) contractually limited position at the assistant professor level, commencing Sept. 1, 1984. Applicants must have a Ph.D. degree at the time of application, or have completed all requirements for the award of the Ph.D. degree by 8/31/84, in Communication or in a social science discipline with a specialization in communication issues. The primary instructional responsibility for this position is the teaching of CMNS 215, "Advertising as Social Communication"; research and teaching experience in this area, undertaken in the context of communications studies approaches, is also a requirement for the position. Send résumé and name of three referees by 30 April 1984 to: Professor William Leiss, Chairman, Department of Communication, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Preference will be given to candidates who are eligible for employment in Canada at the time of application.

COMPUTER SCIENCE

LAURENTIAN UNIVERSITY. Computer Science. Applications are invited from men and women for faculty positions in Computer Science at Laurentian University. It is expected that two tenure-stream positions will be available — one at the senior level and the other at a junior level, subject to budget approval. The Department of Mathematics and Computer Science is presently in the process of expanding its Computer Science offerings from a three year degree program to a four year degree program and requires faculty who are willing to play a major role in further developments. Our Department has a VAX 11/750, operating under VMS, and numerous microcomputers for the use of upper year Computer Science students. Faculty also have access to the university DEC-20 system. It is expected that within the next year there will be substential upgrading of computing resources, which will include the acquisition

of graphics equipment. The applicants for the senior position should normally have a Ph.D. in Computer Science, but applicants with a Masters in Computer Science and a strong teaching record will be considered. The minimum qualification for the junior position is a Masters in Computer Science. As it is also our intention to increase the number of Computer Science courses to be given in French, the ability to teach in both official languages will be a definite asset. Rank and salary for both positions will be commensurate with qualifications and experience. The salaries will be, in any case, comparable to those at other Ontario universities. Applications, including a C.V. and names of three referees, should be submitted to: Dr. J.L. Davison, Chairman, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

L'UNIVERSITE LAURENTIENNE. Informatique. L'Université Laurentienne sollicite les candidatures d'hommes et de femmes à des postes de professeurs en informatique. Sous réserve d'autorisation budgétaire, il est prévu que deux postes pouvant mener à la permanence seront accessibles, soit un au niveau supérieur et un autre à un niveau inférieur. Le Département de mathématiques et d'informatique augmente présentement le nombre de ses cours d'informatique en vue de porter de trois à quatre ans son programme conduisant à un grade, et it cherche des professeurs désireux de jouer un rôle important dans les développements futurs. Notre Département possède un appareil VAX 11/750 à mémoire virtuelle, et de nombreux micro-ordinateurs qui sont à la disposition des étudiants avancés en informatique. Les professeurs ont également accès à l'ordinateur DEC-20 de l'Université. Une amélioration considérable des ressources informatiques, y compris l'acquisition d'équipement graphique, est prévue au cours de la prochaine année. Les candidats au poste supérieur devraient normalement posséder un Ph.D. en informatique, mais nous prendrons en considération les candidatures des titulaires de maîtrise en informatique ayant un solide dossier d'enseignement. Les candidats à l'autre poste doivent posséder au moins une maîtrise en informatique. Puisque nous avons aussi l'intention d'augmenter le nombre de cours d'informatique offerts en français, la capacité d'enseigner dans les deux langues officielles sera un atout certain. Dans le cas des deux postes, le rang et le traitement seront en fonction des titres et de l'expérience. De toute façon, les traitements seront comparables à ceux offerts par les autres universités de l'Ontario. Faire parvenir sa candidature, accompagnée d'un curriculum vitae et des nomes de trois répondants, au Professuer J.L. Davison, Directeur, Département de mathématiques et d'informatique, Université Laurentienne, Sudbury, (Ontario), P3E 2C6. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF GUELPH. Computtng and Information Science. Applications are invited for tenure-track positions. Candidates with proven research abilities and earned Doctorate in Computer Science will be considered, although preference will be given to applicants with expertise in the areas of Software Engineering end Information Systems. The Department is active in research with fourteen (14) feculty members and has a plan to start a graduate programme in 1985. The Department computer facilities includes two (2) VAX 11/780 systems, one with UNIX and a variety of other machines and special equipment. The University computing centre has recently acquired an IBM 308ID and it is anticipated that this facility will be available for both teaching and research activities. Selary and rank are negotiable commensurate with qualifications. Letters of application, curriculum vitae and three (3) letters of reference should be forwarded to Dr. J.C. Majithia, Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario, N1G 2W1 by May 5th, 1984. The number of positions will be determined by funding considerations. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Telephone 519-824-4120, Ext. 2250.

UNIVERSITY DF NEW BRUNSWICK. School of Computer Science. 1. Tenure-track positions at Assistant or Associate Professor level. 2. Ph.D. (or be nearing completion of this degree) In Computer Science desirable, various areas — operating systems, software engineering, digital systems and networks, systems design, micro-processors, computer graphics, information systems, artificial intelligence, and numerical methods. 3. Teaching at the undergraduate and graduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. 6. Starting July 1st, 1984 or until filled. 7. Deadline: When position filled.

CARLETDN UNIVERSITY. Computer Science/Computer Engineering. Applicants are invited for tenure-track, term or visiting appointments at the assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as software engineering, operating systems, database systems, CAD of computer systems, applied AI, computer communications, real-time programming, microprocessors or computer architecture. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Computer Science or related engineering discipline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and names of references to: Dr. Bernard Pagurek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

DALHDUSIE UNIVERSITY. Computing Science. 1. Assistant Professor, tenure-track positions subject to budgetary approval. 2. Ph.D. in any area of computer science, or equivalent. 3. Teaching and research on computing science. 4. Salary commensurate with qualifications and experience. 5. Send curriculum vitae and names of 3 references to: Dr. K. Dunn, Chairman, Department ol Mathematics, Statistics and Computing Science. Dalhousie University, Halifax, N.S., B3H 4H8. 6. Effective July 1, 1984. 7. Closing date — when the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY DF ALBERTA. Department of Computing Science. *Applications are in*vited for three tenure-track positions at the Assistant/Associate Professor levels (subject to final approval). The Department is currently involved in an expansion program to meet increased student enrolment. Candidates must have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the Graduate and Undergraduate levels and research. Candidates from all areas will be considered, although preference will be given to applicants with expertise in the areas of Networks, Programming Languages, Software Engineering, Operating Systems and Computer Architecture. Current hardware support includes an Amdahl 5860, a network of VAX 11/780's, PDP-11's and well equipped mini and micro computer laboratories. 1983/84 Salary range: Assistent Professor $29,720. to $41,820. Associate Professor $37,420 to $53,658. Send curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Applications will be accepted until June 30, 1984. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ACADIA UNIVERSITY. School of Computer Science. Applications are invited for tenure-track position as Director of the School of Computer Science. The School currently has twelve faculty members and offers Bachelor of Computer Science and Master of Science in Computer Science degrees. The University has an enrolment of 3,000 students, including 300 BCS undergraduates and 8 Master of Science students in Computer Science. Candidates must have a Ph.D. in Computer Science or e related area. Administrative experience is desired together with a commitment to excellence in teaching and scholarship. Applicants are asked to submit a résumé and the nemes and addresses of three references to Dr. W.R. MacDonald, Vice-President Academic, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents.

ALGDMA UNIVERSITY CDLLEGE. Department of Computer Science. Applications are invited for a tenure-track appointment, effective July 1, 1984. The successful applicant will be largely responsible for the directing and implementing of the expansion in Computer Science trom a minor to a degree programme. Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications to Dr. Thomas A. Allaway, Associate Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4.

CONCORDIA UNIVERSITY. Computer Science. 1. Research associate. 2. Ph.D. 3. Research in performance evaluation, queuing networks or distributed systems. 4. Up to $24,000 depending on background and qualifications. 5. Dr. J.W. Atwood, department of computer science, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Oue., H3G 1M8. 6. As soon as possible. 7. When position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. School of Computer Science. We invite applications for several openings at the Assistant Professor level. A Ph.D. or equivalent is required. All specializations of computer science are of interest but preference will be given to candidates with established records in artificial intelligence, database systems, VLSI, computer networks, multiprocessing or programming languages. Responsibilities include research and teaching at the graduate and undergraduate level. Salary and starting date negotiable. Candidates should write to Prof. M.M. Newborn, Director, School of Computer Science, McGill University, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

DANCE

YORK UNIVERSITY. Faculty of Fine Arts. Dance. Three full-time contractually limited appointments, effective 1 September 1984 to 30 April 1985. Appointments are subject to *authorization and budgetary approval.* Qualifications required: Appropriate terminal degree or equivalent professional experience, and a minimum of three years teaching experience in a university dance program. Candidates should have documented choreographic experience, ability to direct student work and to coordinate two annual concert productions. Duties: To teach undergraduate courses at all levels in three of the following areas: modern dance and/or ballet technique, composition, ballet and/or modern repertory. Also committee work, student advising and curriculum development. The Department of Dance offers B.A. (Dance Studies), B.F.A. (Performance), M.F.A. (Dance History and Criticism). Equal emphasis in Ballet and Modern Dance. 150 majors, 15 graduate students and a small program of service courses. Salaries: commensurate with experience and qualifications. Application deadline: May 15, 1984. Send letters of application, curriculum vitae and three letters of reference to: Dianne L. Woodruff, Chairperson, Room 240 Fine Arts Building, York University, 4700 Keele Street, Downsview, (Toronto), Ontario, M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

UNIVERSITY DF SASKATCHEWAN. CDLLEGE OF DENTISTRY. Department of Restorative & Prosthetlc Dentistry. A one year term appointment July 1/84 - June 30/85 is available for a person with a D.D.S. or D.M.D. and who preferably has graduate training or teaching experience in operative or restorative dentistry. This is a junior appointment at the rank of Lecturer. Duties will include undergraduate teaching in restorative dentistry and dental materials. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Interested applicants should send curriculum vitae and related documentation with at least three names of reference purposes to: Dr. P.E. Teplitsky, Head, Department of Restorative & Prosthetic Dentistry, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S4N 0W0.

THE UNIVERSITY DF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time academic position in the Division of Removable Prosthodontics. Candidates must have graduate education in Removable and Fixed Prosthodontics and teaching experience. Rank and salary are commensurate with education and experience of an Assistant Professor ($29,720 - $41,820), or Associate Professor ($37,420 - $53,658). Applicants should be eligible for licensure in the Province. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. All inquiries should be forwarded by May 31, 1984 to: Dr. K.W. Hinkelman, Chairman, Department of Restorative Dentistry, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8 — (403) 432-5849.

DALHDUSIE UNIVERSITY. Department of Restorative Dentistry. Applications are invited for full-time faculty in Operative Dentistry, Fixed Prosthodontics, Periodontics and General Dentistry. Applicants should possess: graduete degree in appropriate discipline, practice experience and be eligible for licensure in Nova Scotia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer. Responsibilities include: teaching in postgraduate and undergraduate programmes, research and continuing education. Appropriately qualified candidates may be appointed to direct a graduate program in Prosthodontics. Salary commensurate with experience and qualifications, private practice privilege. Curriculum vitae and references for appointment in 1984 should be submitted before May 30, 1984 to: Dr. D.V. Chaytor, Professor and Chairman, Department of Restorative Dentistry, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

THE UNIVERSITY DF MANITDBA. Feculty of Dentistry. Oral Pathologist. Applications are invited for a term position in the Department of Oral Biology. Candidates should have a dental degree and/or medical degree, and should have completed an accredited *graduate program or post-graduate certification program in oral pathology. The* successful candidate will be responsible for the teaching of general and oral pathology at the undergraduate and graduate levels, as well as assist in clinical activities and undertake research. Salary and rank are negotiable depending upon qualification and experience. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is available July 1, 1984, or as soon thereafter as possible. Applications with curriculum vitae and names of three referees or requests for information should be submitted to: Dr. Ian R. Hamilton, Head, Department of Oral Biology, Faculty of Dentistry, The University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitobe, Canada, R3E 0W3; (204) 786-3703.

THE UNIVERSITY DF ALBERTA. Facully of Dentistry. Dental Clinical Research. The Faculty of Dentistry invites applications for full-time positions as Research Scholars in dental clinical research. The successful candidates must hold a dental degree which can be registered in the Province of Alberta and also have an additional research degree. The research degrees should be in one or more of the areas of epidemiology, computer science, microbiology, biomaterials, clinical trial design or pharmacology which are areas that will be supportive to present research programs in the Faculty of Dentistry. These positions will be dependent upon successful application for a competitive award by an external granting agency. Appointments will be on a long-term basis and will enjoy the privileges of the University academic rank at which the appointment is made (Assistant Professor, Associate Professor or Professor level presently $29,720 - $41,820; $37,420 - $53,658 and from $48,010). University of Alberta is an equal opportunity employer. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta T6G 2N8. The closing date for application is May 1, 1984.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Biomaterials Research. The Faculty of Dentistry invites applications for a full-time position of Research Scholar in biomaterials research. The successful candidate must have a dental degree with a research degree in biomaterials or hold a Ph.D. degree in biomaterials or dental materials science with post-doctoral experience. The position will be dependent upon successful application for a competitive award by an external granting agency. The incumbent appointment will be on a long-term basis and will enjoy the privileges of the University academic rank at which the appointment is made (Assistant Professor, Associate Professor or Professor level presently $29,720 - $41,820; $37,420. - $53,658 and from $48,010). University of Alberta is an equal opportunity employer. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to: Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta, T6G 2N8. The closing date for application is May 1, 1984.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Connective Tissue Research. Applications are invited for a full-time position as a Research Scholar for fundamental studies on connective tissue involving periodontal disease and wound healing. Present research includes studies on the structures and functions of collagens and proteoglycans and mechanisms of connective tissue degradation. Expansion of these studies or sound independent research in another area by Research Scholars with the requisite experience will be considered. Facilities include automatic amino acid sequencing, tissue culture and electron microscopy with associated clinical areas. These positions are dependent upon successful application for competitive awards by an external granting agency. Appointment will be on a long-term basis and will enjoy the privileges of the University academic rank at which the appointment is made (Assistant Professor, Associate Professor or Professor level presently $29,720 - $41,820; $37,420 - $53,658 and from $48,010). University of Alberta is an equal opportunity employer. Interested applicants should forward their curriculum vitae, outlines of their research interests and names of three referees to Dr. J.A. Hargreaves, Director of Graduate Studies and Research, Faculty of Dentistry, The University of Alberta, Edmonton, Alberta T6G 2N8. The closing date for application is May 1, 1984.

DRAMA

UNIVERSITY OF REGINA. Department of Drama. Applications are invited for an Artist-in-Residence. The successful applicant will be responsible for teaching beginning and intermediate acting for the stage, and assisting in the production programme. Applicants should have undergone professional training and worked in professional theatre; experience in teaching acting skills is also desirable. The appointment will commence September 1, 1984 and terminate April 30, 1985. Salary negotiable. Complete résumé and three references to: Dr. R.J.W. Swales, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

BRANDON UNIVERSITY. Department of Economics. Applications are invited for a full-time tenure-track appointment. Rank and salary commensurate with qualifications and experience. Qualifications: Completed Ph.D. preferred. Effective date of appointment 1st September 1984. Strong background in International Trade, Economic Theory, and/or Comparative Systems desirable. Closing date: when position filled. Send Curriculum Vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. This position is contingent upon funding and, in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Economics and Political Science. A one-year position (subject to budgetary confirmation) in economics at the assistant professor level. We would consider strong candidates in all fields. Minimum qualifications include completion or near completion of the Ph.D. Some teaching experience is also desirable. Starting date is July 1, 1984. Minimum salary for the assistant professor rank is $27,983 (1983-84). Send your application, including curriculum vitae and names of three referees, to Professor K. Lal, Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are being accepted for a new tenure-track position at the lecturer or assistant professor level, commencing in September, 1984. Applicants for the position should have a Ph.D. (completed or near completion), previous teaching experience and a strong commitment to undergraduate teaching and to research. Fields are open but specializations in one or more of the following areas: Economic History, Resource Economics, and Money and Banking, are of particular interest. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, and the names of three references should be forwarded to: Professor Andrew S. Harvey, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until the position is filled.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Economic Geography. The Economics Department is seeking to fill a full-time position beginning July 1, 1984. The position may be probationary (tenure-track). The candidate will be expected to: 1) perform research, 2) supervise masters students, 3) teach undergraduate and graduate courses primarily in economic geography. Candidates should have received the Ph.D. or be in residence in a doctoral program close to the completion of the degree. Applications including a C.V. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service #45555, Fredericton, N.B., *E3B 6E5. This position is subject to final* budgetary approval. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. Economics. The Department of Economics, Dalhousie University, invites applications for a full-time senior position, commencing July 1984. The preferred candidate will have had solid work experience with an organization such as the IMF, World Bank, FAO or a Canadian development agency with a strong policy arm, as well as an operational mandate. The appointment is to teach development economics at the graduate and undergraduate levels. Substantial field experience and a proven research record in the area of development policy are required. A proven sensitivity to the importance of interdisciplinary studies is necessary. Preferred fields of publication: development finance and/or development banking; rural development and/or rural resource economics. Candidates with a strong commitment to excellence in teaching and applied research should write, enclosing a curriculum vitae, before April 30, 1984 to: Erwin Klein, Chairperson, Department of Economics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

McGILL UNIVERSITY. Economics. McGill University, Department of Economics, Faculty of Arts invites applications to teach in the Summer Session of 1984. Three courses are available, subject to budgetary approval: Economics 200L, Economic Analysis and Applications (offered May 30 - July 26); Economics 302C, Money and Banking (offered April 30 - June 26); and Economics 317L, Economic Statistics (offered May 30 - July 26). Salary: Lecturer, $3,300; Assistant Professor, $3,500; and Associate Professor, $3,700. Applications with names of three referees should be addressed to Professor Irving Brecher, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Economics. Subject to budgetary approval, the Saint John campus of the University of New Brunswick intends to appoint a one-year sabbatical replacement in economics at the lecturer or assistant professor level. The position is available on 1 September 1984. Ph.D. in economics is preferred. Duties will include teaching at the undergraduate level in economics. Salary is based on rank and experience and is competitive. Please send C.V. and names of three referees to Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, Saint John N.B., E2L 4L5. Applications will be accepted until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Economics. Applications are invited for tenure-track and/or limited term appointments effective August 1 or September 1, 1984. Subject to budgetary approval, one or two positions are available. Rank and salary are commensurate with qualifications and experience. At the Assistant Professor level, candidates are expected to have a completed, or nearly completed Ph.D., and some teaching experience. Responsibilities include teaching at both undergraduate and graduate levels and research. Fields of specialization should include some combination of microeconomics, macroeconomics, monetary economics, econometrics and labour economics. Other qualified candidates will be considered. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Contact Professor Muriel Armstrong, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Closing date for applications is April 30, 1984.

CONCORDIA UNIVERSITY. Department of Economics. Applications are invited for one, or possibly two, one-year limited term appointments effective August 1 or September 1, 1984 at the rank of Lecturer or Assistant Professor (depending on the stage of the thesis) and salary at the floor of Assistant Professor. Candidates are expected to have a completed, or nearly completed, Ph.D. and some teaching experience at the undergraduate level. Candidates should be able to teach courses in macroeconomics, monetary economics, statistics, econometrics, mathematical economics, and international economics. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Contact Professor Muriel Armstrong, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Québec, H3G 1M8. Closing date for applications is April 30 1984.

UNIVERSITY OF PRINCE EDWARD ISLAND. Economics. 1. Applications are invited for a position at the Assistant Professor level in the Department of Economics, University of Prince Edward Island, commencing July 1, 1984. 2. Ph.D. and relevant teaching and research experience are both important. 3. Duties include teaching at the undergraduate level and research. Position is open to the best candidates, but a strong background in regional economics, resource economics, and/or international trade and development, is preferred. 4. Fully competitive salary and other conditions. Position subject to budgetary approval. 5. Applications with curriculum vitae and names and referees should be addressed to Dr. P. Nagarajan, Chairman, Department of Economics, University of Prince Edward Island, Charlottetown, Prince Edward Island, C1A 4P3. 6. Effective: July 1, 1984. 7. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Regional Economics. The Economics Department is seeking to fill a full-time probationary position (tenure-track) beginning July 1, 1984. The candidate will be expected to: 1) perform research; 2) supervise masters students; 3) teach undergraduate and graduate courses primarily in regional economics. Candidates should have received the Ph.D. or be in residence in a doctoral programme close to the completion of the degree. Appointment will be made at the Assistant Professor level, if the successful applicant has a completed Ph.D. Applications including a C.V. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service #45555, Fredericton, N.B., E3B 6E5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

EDUCATION

THE UNIVERSITY OF LETHBRIDGE. Education. 1. Title: Assistant Professor, Department of Education, one tenure-track position. 2. Qualifications: Demonstrated teaching excellence at the university level in evaluation of learning and evaluation theory courses. Experience and expertise in program evaluation. Expertise in research design and methodology desirable. 3. Duties: Duties will include teaching evaluation of learning and evaluation theory. 4. Salary: Commensurate with qualifications and experience, but the appointment is expected to be made at the Assistant Professor level. 5. Applications: Letter of application, full curriculum vitae and names of three references to be sent to: Dr. Eric Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: July 1, 1984. 7. Closing Date: May 1, 1984. This advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE SAINTE-ANNE. Education. L'Université Sainte-Anne (université francophone en Nouvelle-Ecosse) est à la recherche d'un professeur adjoint ou agrégé (possibilité de permanence), de préférence titulaire d'un doctorat (ou équivalent) et ayant l'expérience de la salle de classe. Le poste comprend l'enseignement au 1er cycle, la recherche et la participation à la vie universitaire. Les postulants doivent démontrer qu'ils ont une expertise dans au moins deux des domaines suivants: la psycho-pédagogie, la docimologie, les problèmes d'apprentissage, la technologie de la pédogogie, la didactique des langues. Le traitement est négociable à l'intérieur des normes de la convention collective. Le candidat choisi entrerait en fonction le 1er juillet 1984; ce poste sera comblé seulement si le budget est approuvé. Les demandes accompagnées d'un curriculum vitae doivent être envoyées à: Dr. S. Muise, Vice-recteur à l'enseignement, Université Sainte-Anne, Pointe-d-l'Eglise (N.-*E.), B0W 1M0.*

UNIVERSITY OF GUELPH. School of Agricultural Economics and Extension Education. Position: Assistant Professor in Extension Education. Description: The School of Agricultural Economics and Extension Education invites applications for a tenure track or contractually limited position in Extension Education. Duties: 1. Establish a personal research and scholarly program of recognized quality in adult or extension education. 2. Advise graduate students and supervise their research. 3. Teach graduate, undergraduate, and diploma courses in adult and extension education. 4. Provide professional and public services to the University and the larger community. Preferred Qualifications: 1. A doctoral degree with strength in quantitative and/or qualitative research methods. 2. The primary qualifications sought are strong research and teaching skills and interests in two or more of the following areas, in adult and extension education, and in decreasing order of priority: a. rural extension programs and practices. b. administration and supervision in adult and extension education. c. educational technology including computer-based instruction. d. foundation studies of adult and extension education including historical and philosophical perspectives. e. evaluation as a component of adult and extension education with emphasis on the analysis of issues and the development of evaluation programs. f. teaching-learning with particular focus on self-directed and distance education. g. the broad perspectives of the sociology of adult and extension education institutions, agencies and clientele. 3. Some experience as a practitioner in adult and extension education. Application Requirement: Applicants should provide a complete curriculum vitae, a brief description of research interest, a transcript of academic record and the names of at least three references, to: Dr. E.L. Menzie, Director, School of Agricultural Economics and Extension Education, University of Guelph, Guelph, Ontario, N1G 2W1. Position Open: August 1, 1984 or as soon as possible thereafter. Application Closing Date: May 1, 1984 (or thereafter until filled with qualified applicant). In accordance with Canadian Im-

migration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Position is subject to final budgetary approval.

UNIVERSITY OF VICTORIA. Education. Tenure-track position at Assistant Professor level. 2. Doctorate plus successful classroom experience, measurement and evaluation with research interests in microcomputer applications in education. 3. Teaching primary level measurement and evaluation, computer applications and graduate level research design. 4. Salary within university guidelines at rank. University policy requires preference be given to qualified applicants with Canadian or landed Immigrant status. 5. Send vita and names of academic or professional referees to: Dr. R. Ruth, Chairman, Department of Psychological Foundations, University of Victoria, P.O. Box 1700 Victoria, B.C. V8W 2Y2. 6. Appointment effective July 1, 1984 as necessary and subject to adequate funding. 7. Deadline for applications — May 15, 1984.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Eduation. Full-time position, Special Education. The Division of Educational Foundations of the Faculty of Education, U.N.B., invites applications for a regular probationary appointment at the Assistant or Associate Professor rank to teach "special education" courses to the undergraduate and graduate levels. Specialization is required in one or more of the areas of mental retardation, sensory handicaps, motor handicaps, behavior problems or giftedness. Other duties include supervision of B.Ed./M.Ed. students, responsibility for practica and internships, participation in a learning centre, and consultation with various educational institutions and community services. A doctorate is preferred, plus experience in the field and demonstrated performance in research. The position is expected to be available from July 1, 1984, but subject to budgetary approval. In accordance with Canadian Immigration requirements the advertisement is directed to Canadian citizens and permanent residents. Applications should be addressed no later than April 30, to: Dr. Russell McNeilly, Chairman, Educational Foundations, Faculty of Education, University of New Brunswick, Bag Service No. 45333, Fredericton N.B. E3B 6E3.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Full-time position in Child Development Education. The Division of Educational Foundations of the Faculty of Educetion, U.N.B., invites applications for a regular probationary appointment at the Assistant or Associate Professor rank to teach child and adolescent development and interpersonal relations at the undergraduate and graduate levels. Other duties include supervision of B.Ed./M.Ed. students, responsibility for practica and internships, participation in a learning centre and consultation with school districts and various community institutions. The candidate should have experience in developing programmes in infant care and parenting and be trained in developmental counselling. A doctorate is preferred but experience in the field and demonstrated performance in research and practice are necessary. This position is expected to be available from July 1, 1984, but subject to budgetary approval. In accordance with Canedian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications should be addressed no later than April 30, to: Dr. Russell McNeilly, Chairman, Educational Foundations, Faculty of Education, University of New Brunswick, Bag Service No. 45333, Fredericton, N.B., E3B 6E3.

UNIVERSITY OF NEW BRUNSWICK. Education. Applications are invited for a two-thirds sabbatical replacement position at the Assistant Professor level in the field of Music Education beginning July 1 or Sept. 1, 1984. Duties will include undergraduate teaching of prospective elementary teachers and the supervision of student teaching. A graduate degree in Music Education and demonstrated successful experience working with public school teachers or children is required. Interested applicants should send a curriculum vitae and the names of three references to Dr. M.S. Small, Chairman, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, Bag Service #45333, Fredericton, N.B., E3B 6E3 by April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

UNIVERSITY OF NEW BRUNSWICK. Education. Applications are invited for a two-thirds sabbatical replacement position at the Assistant Professor level in the field of Children's Literature beginning July 1 or Sept. 1, 1984. Duties will include undergreduate teaching of prospective elementary teachers and the supervision of student teaching. A graduate degree in Children's Literature or in English or Language Arts Education with work in the field of Children's Literature is required. Interested applicants should send a Curriculum Vitae and the names of three references to Dr. M. S. Small, Chairman; Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, Bag Service #45333, Fredericton, N.B., E3B 6E3 by April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education invites applications for a full-time position in Educational Psychology commencing July 1, 1984. Candidates should have interest in teaching courses in educational psychology with emphasis on learning and computer assisted instruction. Responsibilities include teaching B.Ed., Masters level and in-service courses, thesis direction and some supervision of student teachers. Qualifications: Ph.D. and some teaching experience. Rank and salary will be in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean, Human & Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Extensions. 1. Director of Extension Services. 2. Masters degree in continuing education and/or considerable experience desirable. Candidates should be able to make intelligent and imaginative use of the facilities of the College to meet diverse community needs throughout the region. 3. Direct the College's evening programs. To initiate new programs in distant education, summer workshops and conferences related to the concerns of the College. 5. Garry Neill Kennedy, President, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. 6. Starting Date: July 1, 1984. 7. Deadline: May 30, 1984.

ENGINEERING

CARLETON UNIVERSITY. Department of Mechanical & Aeronautical Engineering. Both tenure-track and temporary openings exist at the Assistant and Associate Professor level, effective July 1st, 1984. Candidates should have an interest in design, materials, aerodynamics and fluid mechanics or thermodynamics. A strong interest in laboratory development is desirable. Duties include undergraduate and graduate teaching and participation in the research program. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and the names of three referees to Professor H.I.H. Saravanamutoo, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, K1S 5B6. The positions are subject to budgetary approval.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Civil Engineering. A tenure-track faculty position, beginning July 1, 1984, is available in the Department of Civil Engineering. Applicants must have a Ph.D. or equivalent in environmental engineering and must have the interest and ability to teach undergraduate and graduate courses. The successful candidate will be expected to provide leadership in the development of research in the environmental field through individual research projects and by supporting and initiating interdisciplinary activities with other specialty groups within Civil Engineering and with the departments of Chemical Engineering, Biology, Chemistry, Geography and Geological Sciences. The appointment will be at the rank of Assistant Professor; salary is negotiable and will depend on qualifications. Candidates of both sexes are equally encouraged to apply and in accordance with Canadian immigration regulations preference will be given to Canadian citizens and landed immigrants. Applications, including names of three references should be sent before April 30, 1984 to: Dr. W. Edgar Watt, Head, Department of Civil Engineering, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for an assistant professor in manufacturing for which experience in computer-aided manufacturing would be an asset. Candidates should have a Ph.D. and will be expected to teach both undergraduate and graduate courses, as well as maintain an active research program. Résumés, with names of three references, should be sent to Professor H.W. Kerr, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are being accepted for the position of Research Associate for a statistician or a computer scientist with outstanding accomplishment in both pattern recognition and statistical analysis. A Doctoral degree and several years of professional experience in 1) statistical sample survey, 2) design and analysis of computer algorithms, and 3) computer recognition of unconstrained hand-written characters are required. Salary scale is between $25,000 and $28,000 Cdn. per year. Application along with a) a curriculum vitae, and b) several sample publications should reach Prof. A.K.C. Wong, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, by April 30, 1984. Effective date of this appointment is June 1, 1984. In accordance with the current Canadian Immigration requirement, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Civil Engineering. Geotechnical Engineer. Assistant Professor in Geotechnical Engineering in the tenure-stream. Ph.D., demonstrated competence in experimental and analytical research in the area of rock mechanics. Teaching at the undergraduate and graduate level and research in Geotechnical Engineering with emphasis on rock mechanics. Salary commensurate with experience and qualifications. Detailed résumé with names of 3 referees should be sent to G.W. Heinke, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4. Telephone (416) 978-3096. Effective date of appointment: September 1, 1984 or as soon as possible thereafter. *Closing date for receipt of applications: June 1, 1984.* In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Electrical Engineering. Applications are invited for an appointment in Electrical Engineering at the Assistant Professor rank. Depending on qualifications and experience, this appointment may be limited-term or tenure-track. Minimum qualifications required are a Ph.D. (or equivalent) with research and/or industrial experience in the general area of digital electronics and applications. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the graduate and undergraduate levels. The appointment is effective July 1st, 1984. Closing date for applications is April 30, 1984. Applications including curriculum vitae and names of three referees may be sent to : Dean G.F. Chess, P.Eng., Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Mechanical Engineering. Applications are invited for a tenure-track appointment in Manufacturing Engineering. This position is open at the Associate or Full Professor level; the successful applicant will be expected to provide leadership to the instructional and research programmes in Manufacturing Engineering, and to teach at the graduate and undergraduate level in manufacturing engineering and control theory. It is essential that the successful candidate have a strong research record and the background and experience which would facilitate research collaboration with industry. The existing research facilities are among the best in Canada and include a combined Robotics and Numerically Controlled Machines Laboratory, a Metals Removal Laboratory, and a high speed routing machine which is fully instrumented for research purposes. Salary and rank will be commensurate with experience and qualifications, but it is expected that the appointment will be made at a senior level. The appointment will be made in accordance with Canadian Immigration regulations and this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referees to Dr. J.H.T. Wade, Chairman of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

McMASTER UNIVERSITY. Mechanical Engineering. Applications are invited for a tenure-track appointment in the Department of Mechanical Engineering. Applicants should hold a recent Ph.D. and have research interests in the general areas of Thermodynamics and Fluid Mechanics. Teaching responsibilities will primarily cover undergraduate and graduate courses in the above areas. Salary and rank will be commensurate with experience and qualifications but it is expected that the appointment will be made at a junior level. The appointment will be made in accordance with Canadian Immigration regulations and this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interest and the names of three referees to Dr. J.H.T. Wade, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. Tentative starting date July 1st, 1984.

UNIVERSITY OF SASKATCHEWAN. Electrical Engineering. The Electrical Engineering Department of the University of Saskatchewan has two tenure-track faculty openings for July 1, 1984, at the Assistant/Associate Professor levels. Applicants should be interested in continuing or developing a strong research program and committed to quality teaching at both undergraduate and graduate levels. A Ph.D. degree is necessary and industrial experience is regarded as an important asset. Candidates with backgrounds in high frequency communications, digital electronics, instrumentation and biomedical engineering are particularly invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointments will be made in accordance with Canadian Immigration regulations. Interested candidates should send a résumé *including the names of at least three* references to: Dr. A.R. Boyle, Chairman, Electrical Engineering Search Committee, University of Saskatchewan, Saskatoon, S7N 0W0, Canada. Closing date for receipt of applications is May 1st 1984.

CARLETON UNIVERSITY. Electricel Engineering/Computer Engineering. Applicants are invited for tenure-track, term, or visiting appointments at the assistant-associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as micro computer applications in automatic control or communications, real-time programming, microprocessor hardware and architecture, computer design. A strong hardware/software background is required. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D. degree or equivalent in Electrical Engineering or a related discipline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The positions are open to both men and women. Send C.V. and names of references to: Dr. Bernard Pagurek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

McGILL UNIVERSITY. Electrical Engineering. The Department of Electrical Engineering has an opening for a tenure-track Assistant Professor position in computer or communication systems hardware and software, VLSI and robotics. Several soft-money, limited-term positions are also available. The department has a strong graduate program in several areas. Very good computer facilities are available for research. There is the opportunity to interact with leading workers in the field and to have industrial contacts. Candidates must have an earned Ph.D. and must have a strong interest in teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include

full curriculum vitae and names of three references, should be sent to: Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

CONCORDIA UNIVERSITY. Engineering. Construction Management. A tenure-track faculty position is available in the area of Construction Management for graduate and undergraduate programmes in Building Engineering. Applications are sought from candidates whose interests lie in one or more of the following areas: safety, productivity, motivation, construction, operations, technological innovations and site management. Academic qualifications include engineering background and Ph.D. in a closely related field. Industry experience is highly desirable. Duties include teaching graduate and undergraduate courses in the construction management branch, conducting research, supervision of graduate student research and liaison with industry. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism (English-French) will be an asset. Salary and rank negotiable depending on qualifications. Send a complete résumé with three references to: Dr. Paul Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8.

CONCORDIA UNIVERSITY. Electrical Engineering. Research associates or post-doctoral fellows are required to work in the Department of Electrical Engineering at Concordia University. Applicants should hold a doctorate. Appointments will be made in one or more of the following areas: advanced number-theoretic topics in digital signal processing including computational complexity and its relation to the synthesis of error-correcting codes; computer-aided circuit and systems design, and mathematical programming, error-correcting codes, and spread spectrum and digital satellite systems; multivariable networks, and multidimensional digital signal processing; numerical methods in electromagnetics and antennas, electromagnetic compatibility, and geometric theory of diffraction; RC-active and switched-capacitor filters' one-dimensional and two-dimensional digital filters; system identification and control systems. Applications, which should include curriculum vitae and the names of three referees, should be addressed to Dr. J.C. Giguere, Acting Chairman, Department of Electrical Engr., Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Que., H3G 1M8, Canada.

UNIVERSITY COLLEGE OF CAPE BRETON. Engineering. The Division of Engineering Invites applications for a tenure-track faculty position at the assistant professor level in the area of engineering. The successful candidate will be expected to teach at the undergraduate level in several of the following areas: Statics, Dynamics, Fluid Mechanics, Mechanics of Materials, Computer Programming, Graphics, Electric Circuits. Research activities, jointly or individually are encouraged. Industrial work experience is an asset. Candidates should possess a Masters or higher degree, preferably in Civil or Mechanical, with the P.Eng. status or the ability to acquire this during the first two years after the appointment. Salary and rank will commensurate with qualifications and experience. The position is to be filled by July 1, 1984 and applications will be accepted until June 13, 1984. A detailed curriculum vitae and names of three referees should be forwarded to Professor L.L. Polegato, P.Eng., Director of Engineering, University College of Cape Breton, P.O. Box 5300, Syndey, N.S. B1P 6L2. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Engineering. Applications are invited from suitably qualified applicants with a background in solid state devices and materials science for a tenure-track appointment at the Assistant Professor level to be held jointly in the Departments of Metallurgy & Materials Science and Engineering Physics. The applicant will be expected to teach and pursue research in the area of materials applications for microelectronic and semi-conductor devices. Extensive facilities for both device fabrication and materials characterization are already available at McMaster. In addition to academic research, applicants will be encouraged to interact with the microelectronics industry. The appointment will be available from July 1, 1984. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are asked to send a full curriculum vitae with detailed descriptions of current research interests and names and addresses of three referees to: Dr. J.D. Embury, Chairman, Metallurgy & Materials Science, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

McMASTER UNIVERSITY. Mechanical Engineering. Applications are invited for a tenure-track appointment in the Department of Mechanical Engineering. Applicants should hold a recent Ph.D. in the area of controls, mechanics or design and have specific research interests in manufacturing engineering. Teaching responsibilities will primarily cover undergraduate and graduate courses in the above areas. Salary and rank will be commensurate with experience and qualifications but it is expected that the appointment will be made at a junior level. The appointment will be made in accordance with Canadian Immigration regulations and this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referees to Dr. J.H.T. Wade, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. Tentative starting date July 1st, 1984.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Mechenical Engineering. A post-graduate degree program in Naval Architecture and Marine Engineering has been established at the Technical University of Nova Scotia. Applications are invited for a tenure-track position in Naval Architecture. Highest priority will be given to individuals specializing in the area of Ship Structural Analysis or Hydroelasticity. Appointment will be made at a salary and rank commensurate with qualifications and experience. An earned doctorate in Naval Architecture or equivalent is required. Applications will be received until the position is filled. Send résumé with names and addresses of three references to: Dr. C.C. Hsiung, Professor of Naval Architecture, Department of Mechanical Engineering, Technical Univesity of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Institute of Biomedicet Engineering. Position available — Coordinator Clinical Engineering Program. The Institute of Biomedical Engineering, University of Toronto, will introduce a new academic program in Clinical Engineering leading to a M.H.Sc. degree. The first year of the 2-year course will be primarily at the Institute of Biomedical Engineering, the second year will be in an internship in Clinical Engineering Departments in Teaching Hospitals. The Position: Part-time University appointment. Coordination of M.H.Sc. program in Clinical Engineering to educate and train engineers to meet the specialized requirements of the health care system. The Coordinator will be responsible for all aspects of the program, reporting to the Director of the Institute. The course program has been designed; it will be implemented by the coordinator. Of particular importance is the coordination of the internships in the second year. The Candidate: 1. Certified in Clinical Engineering; 2. Professional Engineer; 3. Extensive experience in Clinical Engineering; 4. Ph.D. or equivalent; 5. Administrative experience in Civil Service and/or regulatory agency an asset. Submit applications to Dr. Walter Zingg, Institute of Biomedical Engineering, Rosebrugh Building, University of Toronto, Toronto, Ontario M5S 1A4. Closing date: April 30, 1984.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Engineering. Applications are invited for a tenure-track position in the Department of Mining & Metallurgical Engineering at the Assistant or Associate Professor level. We seek a person at the doctorate level to develop and teach both undergraduate and graduate courses in Metallurgical Engineering, as well as to carry out research. An interest in physical metallurgy, with research and/or industrial experience, would be an asset. Salary and rank will be commensurate with qualifications and experience. Please send résumé to Dr. W.F. Caley, Professor and Head, Department of Mining & Metallurgical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

McMASTER UNIVERSITY. Engineering. Applications are invited for two tenure-track faculty positions in the general field of microwave systems. The first is at the full professor level and is a new Chair in Communications/Antennas sponsored partly by SPAR Aerospace and Andrew Antennas. The second position is at the assistant Professor level in the area of Microwave Signal Processing and is sponsored partly by Com Dev Limited, (Cambridge, Ontario). The successful candidates will also be members of the Communications Research Laboratory of McMaster University, which will be relocated in April 1984 in a new building with substantially increased space allocations, including a large anechoic chamber, extensive microwave test equipment and a highly expanded digital computer. The two appointments are planned to begin on July 1, 1984, and the salaries will be set commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others will be considered only if suitable Canadians are not available. Résumés, including the names and addresses of three referees, should be addressed to: Dr. Naresh K. Sinha, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7.

UNIVERSITY OF BRITISH COLUMBIA. Engineering. The Department of Electrical Engineering of the University of British Columbia invites applications for positions at the Assistant and possibly Associate Professor level in the following areas: Digital Systems and related areas. Integrated Electronics, including microwave integrated circuits. Computer Applications to industrial processes. Qualifications include a Ph.D. and strong commitment to teaching and research. Industrial experience would also be an asset. In accordance with the Canadian Immigration requirements, this is directed to Canadian citizens and permanent residents. Please address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5.

McGILL UNIVERSITY. Electricel Engineering. The electrical engineering department of McGill University is seeking a research associate who will be responsible for the day-to-day operations of a research program on thin film applications in Microwave acoustics and in Acoustooptics. Applicants should preferably have a Ph.D. in electrical engineering or engineering physics and have a minimum of two years of post-doctoral or equivalent experimental experience. The successful candidate will be responsible for developing and maintaining the experimental facilities and the computer software capabilities of the research group. Salary is commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include full curriculum vitae and names of three references, should be sent to: E.L. Adler, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

QUEEN'S UNIVERSITY. Depertment of Chemical Engineering. Applications are invited for a tenure-track appointment. The position, which is new, will expand the Department's activities and capabilities in biochemical engineering, one of its three areas of concentration in research and graduate study. The Department also offers a special program, the Biochemical Engineering Option, which allows undergraduates a minor specialization in biochemical engineering. A doctoral degree in biochemical engineering, or in chemical engineering combined with a strong background in biochemical engineering, is required. Experience in computer control or separation processes related to fermentations is an asset. The appointee will join the Department's Biochemical Engineering Group, which presently has three faculty members, and should develop a vigorous research program complementing existing activities (fermentation process development, bioreactor design). Cooperation is also developing with other departments interested in biotechnology. He or she should be prepared to teach basic chemical engineering courses at the undergraduate level, as well as biochemical engineering courses at both undergraduate and graduate levels. In accordance with Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. H.A. Becker, Professor and Head, Department of Chemical Engineering, Queen's University at Kingston, Kingston, Ontario, K7L 3N6. Phone: (613) 547-3045.

UNIVERSITY OF MANITOBA. Mechanical Engineering. A faculty position at the rank of Assistant or Associate Professor is available, commencing Sept. 1, 1984 or by arrangement, in the Engineering Mechanics and Design group, Department of Mechanical Engineering, University of Manitoba. The appointment will be for a one year period, with a possibility of renewal and is subject to the availability of funds. Applicants should have a Ph.D. or equivalent in Mechanical Engineering or Engineering Mechanics as well as a good working knowledge of the finite element method and mechanical design. Duties will include undergraduate and graduate teaching in the areas of solid mechanics and design and research and participation in the development of computer-aided design (CAD) in the department. Salary will be commensurate with rank and qualifications. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Prior to July 1, 1984, forward application and résumé with the names of at leasf two referees to: Dr. J.R. Cahoon, Professor and Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

ROYAL MILITARY COLLEGE OF CANADA. Civil Engineering. 1. Academic position for a specialist in structural engineering. 2. A Ph.D. or equivalent desired. 3. To teach graduate and undergraduate courses in structural analysis and design; to pursue independent design oriented research; to supervise graduate and undergraduate theses; and to teach other civil engineering subjects as required by the Head of the Department. 4. Competitive and in accordance with professional qualifications and experience. 5. Dr. Wayne Kirk, Head, Department of Civil Engineering, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. 6. Starting: 1 July 1984. 7. Deadline: 1 June 1984.

CARLETON UNIVERSITY. Faculty of Engineering. Electronics. Applicetions are invited for positions at assistant or associate professor level, and at instructor level, in the general area of communications and integrated circuit electronics. Specific areas of interest are integrated circuit design, computer-aided design, digital techniques and system design and communications. The successful applicant will be involved in undergraduate and graduate teaching and, in the case of professional appointments, graduate supervision and research, in one or more of the above areas. Applicants for professional appointments should have a Ph.D. or equivalent in Electrical Engineering and research and/or teaching experience in relevant fields. A Master's degree and suitable experience are the normal requirements for instructor appointments. Possibilities exist for short-term and part-time appointments, as well as for regular full-time appointments. Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a detailed résumé, together with the names of three referees, to Prof. A.R. Boothroyd, Chairman, Department of Electronics, C.J. Mackenzie Building, Carleton University, Ottawa, Ontario, K1S 5B6. These positions are open to both men and women.

ENGLISH

UNIVERSITY OF WATERLOO. English. Applications are being accepted for the position of assistant professor (definite term) in the teaching of composition and language; secondary interests in critical theory and/or Canadian literature would be advantageous. Qualifications include Ph.D., teaching experience, and evidence of high scholarly potential. Duties will include primary responsibility for the teaching and administration of the Department's first-year Writing Courses. Salary will be competitive. Those interested should send applications to: Dr. William R. Macnaughton, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1984. Applicatlon will remain open until position is filled. Position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D.

graduates appointed as Assistant Professors.

UNIVERSITY OF WATERLOO. English. Applications are being accepted for the position of assistant professor (definite term) in Renaissance drama with a particular interest in Shakespeare; secondary interests in critical theory, Canadian literature, or the teaching of composition would be advantageous. Qualifications include Ph.D., teaching experience, and evidence of high scholarly potential. Duties include teaching of advanced Shakespeare, second year survey, and introductory courses. Salary will be competitive. Those interested should send applications to Dr. William R. Macnaughton, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1984. Application will remain open until position is filled. Position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

McMASTER UNIVERSITY. English. (Nineteenth-Century/Romantics/Critical Theory). Applications are invited for a three-year tenure-track appointment at the Assistant Professor level in nineteenth-century British literature, preferably the Romantic period; additional competence in critical theory would be an asset; the position will be effective July 1, 1984. The successful candidate must have the Ph.D. and publications, and will be expected to instruct at both the undergraduate and graduate levels, as well as to supervise research at the masters and doctoral levels. Salary commensurate with qualifications and experience. The 1983-84 salary floor for Assistant Professor is $24,700 per annum. Applications will be accepted until the position is filled. Please send application with full curriculum vitae and the names and addresses of three referees to: Dr. L.A. Braswell, Chairman, Department of English, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. Department of English. Applications are invited for a term position (initial term up to three years with possible tenure-track appointment to follow), rank and salary commensurate with qualifications and experience. Completed Ph.D. preferred. Effective date of appointment 1st September 1984. Duties: To teach in the areas of Sixteenth and Seventeenth-Century literature. Current annual salary bases: Lecturer $20,410, Assistant Professor $25,900, Associate Professor $32,950. Closing date: when position filled. Send curriculum vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. This position is contingent upon funding, and in accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. English. Subject to budgetary approval, the Department of English of the University of Alberta, intends to appoint an assistant professor to a tenurable position, effective July 1, 1984. Applicants should be qualified to teach medieval literature and must have a strong specialization in Chaucerian studies. The starting salary for an Assistant Professor is $29,720. Candidates should send a curriculum vitae, and the names of three referees who have been asked to write on the candidate's behalf, to Dr. David Jackel, Chairman, Department of English, The University of Alberta, Edmonton, Alberta, T6G 2E5. Deadline for applications is April 30, 1984. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY. Environmental Studies. Applications are invited for two tenure-stream appointments in the Faculty of Environmental Studies at York University. This interdisciplinary graduate program draws together a range of fields concerned with the critical understanding of change in both physical and human environments. Student programs are based on self-directed learning and the formation of individual plans of study. Applicants should be able to teach, advise, supervise and conduct research in this context with special interests in one or more of the following areas: 1) Environmental Planning, including environmental and social impact assessment and the relation of natural environments to human development; 2) Politics and the Environment, including environmental politics and policy and the relation of these to environmental philosophy; 3) Organizations and Human Services, including organizational environments within human services systems and their relation to social policy, social values, and the quality of service. Qualifications: Ph.D. or equivalent experience and a demonstrated ability in and commitment to interdisciplinary graduate education. Salary according to scale and commensurate with qualifications and experience; appointments likely to be at Assistant or Associate Professor levels. Canadian immigration policy requires that in the first instance this advertisement be directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names of three referees should be sent to Dean E.S. Spence, Faculty of Environmental Studies, York University, Downsview, Ontario, M3J 2R2. Effective date: July 1, 1984. Both positions still require university approval. Closing date: when appointments are filled.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY. Department of Exercise Science. Kinesiologist/Biomechanist. The Department of Exercise Science is seeking a candidate for an anticipated position at the rank of Assistant Professor in the field of Kinesiology, Biomechanics or Ergonomics. This is a tenure-track position starting June 1, 1984. Salary is predicated on qualifications.
Preferable qualifications include a Ph.D., University teaching experience and an active involvement in research. In accordance with Canadian immigration requirements this announcement is directed preferentially to Canadian citizens and permanent residents. Concordia University is an equal opportunity employer. Interested candidates should send a letter of application along with their curriculum vitae to: Faculty Search Committee, c/o Dr. William R. Sellers, Department of Exercise Science, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, H4B 1R6.

FILM

UNIVERSITY OF REGINA. Film and Video Program. Applications are invited for an assistant professor (subject to budgetary approval). Candidates should have professional experience in film and television drama direction, preferably on the international level, and an ability to teach advanced cinematography (including lighting techniques, special and optical effects, sensitometry, etc.) Some knowledge of film theory and contemporary film history is desirable. The appointment should commence July 1st, 1984. Applications will be accepted until May 30, 1984. Curriculum vitae including the names of three referees should be sent to: Dr. R.J.W. Swales, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration regulations, this advertisement is directed toward Canadian citizens and landed immigrants.

CARLETON UNIVERSITY. Department of Film Studies. Subject to budgetary approval, applications are invited for a term appointment at the Assistant Professor level. Effective date of appointment July 1, 1984, through June 30, 1985. Salary $25,220. Responsibilities will include teaching three undergraduate courses. Strength in the areas of Film History and Film Theory a necessity. Some experience in production and a knowledge of experimental film would be an asset. Send application, including curriculum vitae and the names of three references, to C. Faulkner, Chairman, Department of Film Studies, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date of application: April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

FINANCE

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for a faculty position teaching elementary and advanced finance courses in an expanding School which includes an accounting co-op program now in its fourth year. A Ph.D. or a Ph.D. in progress is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three references should be sent to: Prof. J.A. Edds, Chairman, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK. Faculty of Forestry. Applications are invited for a tenure-track appointment in Forest Entomology at the Assistant Professor Rank beginning July 1, 1984 subject to budgetary authorization. A Ph.D. or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and will be expected to mount a strong research program. Preference will be given to candidates with a strong interest and background in the area of designing insect population control tactics and strategies for the protection function within overall forest management. Applicants should note that, in accordance with current government regulations, only those persons eligible for employment in Canada, may apply at this time. Applications, including a curriculum vitae and names of three referees should be submitted to: Dr. G.L. Baskerville, Dean, Faculty of Forestry, University of New Brunswick, Bag Service #44555, Fredericton, N.B., Canada, E3B 6C2.

FRENCH

UNIVERSITY OF WATERLOO. Department of French. Applications are being accepted for the position of Assistant Professor (subject to budgetary approval), commencing July 1st, 1984. Preferred area of specialization in Linguistics, with a special interest and experience in Language teaching. Native or near-native fluency in French is essential, Ph.D. required. Responsibilities will include teaching French Language courses, and possibly Linguistics courses at all levels, including graduate and co-ordination of Language courses. Salary competitive. Applicants should submit a curriculum vitae and names of three referees to: Dr. W.D. Wilson, Chair, Department of French, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

QUEEN'S UNIVERSITY. French Studies. The Department of French Studies invites applications for an 8-month replacement position, at the lecturer or assistant professor level, for a specialist in French language and literature. Ph.D. preferable. The successful candidate will teach 3 1/2 courses at the undergraduate level. These may include one first-year course, and one on French literature of the 19th or 20th century. The person appointed will have no administrative responsibilities and will not be required to participate in committee work. Salary: $18,000. Effective date of appointment: September 1, 1984. Female and male candidates are equally encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with names and addresses of two referees should be sent to: Dr. Marie E. Surridge, Head, Department of French Studies, Queen's University, Kingston, Ont., K7L 3N6. Closing date for applications: May 1, 1984.

McGILL UNIVERSITY. French Summer School/École française d'été. Professeurs de littérature française, niveau "Full Professor". Dates: 30 juin au 11 août 1984. Les candidats (candidates) doivent être titulaires d'un doctorate ès lettres, avoir plusieurs années d'expérience de l'enseignement universitaire et des publications importantes. Charge d'enseignement: 4 cours de 3 heures par semaine (niveau Maîtrise) sur les sujets suivants: 1. La Fontaine; 2. Musset et Lorenzaccio; 3. Jean Anouilh; 4. Méthodologie du commentaire des textes littéraires; 5. Roman sentimental au XVIIe siècle; 6. Socialismes français; 7. Lacios; 8. Montesquieu. Traitement: 4,900 collars canadiens. Curriculum vitae, liste de publications de descriptions de 4 cours choisis parmi la liste ci-dessus avec bibliographie doivent être adressés avant le 30 avril 1984 au Director, Prof. Georges-Paul Collet, École française d'été McGill University, Peterson Hall, 242, 3460 McTavish Street, Montreal, OC, H3A 1X9. N.B. Ce concours est ouvert aux Canadiens et aux immigrants reçus seulement.

ST. FRANCIS XAVIER UNIVERSITY. Department of Modern Langueges. Applications are invited for a two-year contractually-limited appointment in the Department of Modern Languages. Qualifications Required: Ph.D. or equivalent in French. Experience in teaching undergraduate French language courses essential. Ability to teach basic Spanish an asset. Nature of Duties: Teaching French language and literature at the undergraduate level. Salary and Rank: Negotiable according to qualifications and experience. Effective date of appointment: September 1, 1984. Applications should be forwarded to Professor Gertrude Sanderson, Chairman, Department of Modern Languages, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Applications will be accepted until the position is filled. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of French. Applications are invited for a one-year sabbatical replacement position at the rank of lecturer or Assistant Professor to teach intermediate-level language, and introductory-level literature courses during the 1984-85 academic year. Ph.D. or A.B.D. with at least two years teaching experience at the undergraduate level required. Salery: $22,700 to $27,500. Submit curriculum vitae and names of three referees to: Dr. C. Harvey, Chairman, French Department, University of Winnipeg, 515 Portage Ave., Winnipeg, Man. R3B 2E9, before April 30th, 1984. This position will be filled only if budgetary conditions allow. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of French. Applications are invited for a nine-month sabbatical replacement at the lecturer-assistant professor level for the academic year 1984-85. Ph.D. preferred with native or near-native command of French. Experience an asset for teaching undergraduate courses in French language. Salary competitive with qualifications and experience. Applications, including curriculum vitae, should be sent to Dr. Robert Kehler, Head, Department of French, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applications received until position is filled. In accordance with the Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. French. Applications will be accepted for a one-year limited term appointment (July 1, 1984 to June 30, 1985) at the Assistant Professor level. The position is subject to budgetary confirmation. Applicants should have a Ph.D. or be close to completing one. Duties will be to teach two junior language courses and an introductory course in French Canadian literature. Preference will be given to candidates having already taught French-Canadian literature. Salary for the floor of the Assistant Professor rank is $27,983. Send applications, including curriculum vitae, transcripts and names and addresses of three referees to: David J. Bond, Head, Department of French and Spanish, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Applications accepted until April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GENETICS

UNIVERSITY OF ALBERTA. Department of Genetics. Sessional Appointment. Spring 1984. To teach Biology 297 (Heredity) covering the cellular and molecular basis of the transmission of hereditary characteristics; Mendelian inheritance and its cytological basis; microbial genetics; linkage and genetic mapping; DNA as genetic material; gene action; the genetic code. This course is scheduled for the day division May 7 to June 15. Applications are invited at the rank of Lecturer, Assistant Professor, or Associate Professor depending on qualifications and experience. Current salary floors: $24,116; $29,720; and $37,420/annum. Applicants should have a Ph.D. and teaching experience. Applications, including curriculum vitae with the names of three referees should be sent to David Nash, Acting Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, T6G 2E9. Closing date: April 30 or when the position is filled. The University is an equal opportunity employer but in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Genetics. Applications are invited from qualified individuals with post-doctoral experience, to join the Department in a tenure-track position at the level of Assistant Professor. The successful applicant will be required to establish a productive research program utilizing electron microscopy in studies pertaining to genetics and cell biology. He/she should also be prepared to offer upper-level undergraduate courses in human genetics, molecular cytology and eukaryotic cell biology, and otherwise participate in the graduate and undergraduate teaching programs of the Department. Applications for this position, which is subject to budgetary approval, will be accepted until May 1, 1984. Preference will be given to applicants with formal training in genetics. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Submit curriculum vitae and the names of three references to: Professor H.M. Dale, Chairman, Department of Botany & Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF ALBERTA. Department of Genetics. Human Genetics and Plant Genetics. The Department of Genetics is seeking candidates who would qualify for external funding by the Natural Sciences and Engineering Research Council (as University Research Fellows) or the Alberta Heritage Foundation for Medical Research (as Scholars). Applicants who are successful in obtaining external support would be appointed as non-tenured Assistant or Associate Professors (current salary Asst. Prof. $29,720 - $41,820/annum, Assoc. Prof. $37,420 - $53,658), with initial appointments for five years. The appointees would be expected to establish independent research programs and to carry limited teaching loads. The department contemplates sponsorship of up to three such positions. Preference will be given to applicants specializing in any aspect of Human Genetics or Plant Genetics. Candidates should have a minimum of two years' post-doctoral experience and be able to demonstrate superior research achievements and potential. The department is well-equipped for studies of most aspects of cellular and molecular genetics, has extensive facilities for cultivation of plants and has extensive access to the University computing fecilities. The present faculty of 14 (including three who occupy positions similar to those advertised here) have research interests including: the mechanisms of mutation, recombination and transposition, the organization and functioning of eukaryotic genes, mitochondrial biogenesis, pattern formation, the genetics of cell membranes, population genetics, human genetic epidemiology, the cytogenetics of wheat and cultivation of native wild-grasses. Applicants should send a curriculum vitae, the names of three academic referees and reprints of principal scientific publications to: Dr. David Nash, Acting Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9, prior to May 1, 1984. Further information can be obtained from the same address. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

GEOGRAPHY

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to commence September 1, 1984. To teach graduate and undergraduate courses in urban or economic geography and quantitative techniques. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to: Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Canadian Immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

WILFRID LAURIER UNIVERSITY. Geography. Beginning July 1, 1984. Teaching duties to commence September 1, 1984. To teach graduate and undergraduate courses in resources management. Ph.D. preferred but successful candidate must also demonstrate teaching and research competence. Level and salary commensurate with experience and academic record. Applications, curriculum vitae and names and addresses of three referees should be sent to: Dr. B.N. Boots, Chairman, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Canadian Immigration policy requires that, in the first instance, only Canadians or landed immigrants to Canada need apply for this position.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology. A one-year Faculty replacement (Assistant Professor or Lecturer) in Paleontology is required in the Department of Geology to teach at the undergraduate level beginning on/or near July 1, 1984, but no later than September 1, 1984. Applicants should have a Ph.D. degree or be close to completing a Ph.D. degree. Teaching duties will be undergraduate courses in invertebrate paleontology and stratigraphy and opportunities for research will be available. Applicants should send a detailed curriculum vitae including names and addresses of 3 referees to: Dr. G. Norris, Chairman, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for applications is April 30, 1984, in accordance with Canadian Immigration we are required to direct this advertisement initially to Canadian citizens and permanent residents after which other applicants may be considered.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences. Igneous Petrologist: Quaternary Geologist (for July 1, 1984). Two temporary, full-time, renewable positions are available. Teaching duties for the igneous petrologist will include optical mineralogy and igneous petrology at the undergraduate level. Teaching duties for the quaternary geologist will include Geomorphology and Environmental Geology. Abundant research opportunities include glaciers, glacial deposits, Quanternary, Tertiary, and Mesozoic volcanic rocks, and the Coast Plutonic Complex. Research equipment includes microprobe, XRF, Atomic absorption, Rb/Sr, U/Pb, K/Ar mass spectrometers, high pressure laboratory, x-ray diffraction, excellent computing facilities. These are not currently tenure-track positions, but we hope they will be re-instated to tenure-track. This advertisement is directed specifically toward Canadians and permanent residents of Canada. Others may be considered later. The University reserves the right to make no appointment if funds cannot be found. Direct enquiries to Dr. H.J. Greenwood, Head, Department of Geological Sciences, 6339 Stores Road; U.B.C. Campus, Vancouver, B.C., V6T 2B4.

McGILL UNIVERSITY. Geological Sciences. McGill University, Department of Geological Sciences invites applications for a tenurable position at the Assistant Professor level in one of the following fields; Mineral Exploration, solution geochemistry, or metamorphic petrology. Applicants are requested to send a curriculum vitae and the names of three referees before July 1st to: Colin W. Stearn, Chairman, Geological Sciences, McGill University, 3450 University Street, Montreal, Québec, H3A 2A7, Canada. The availability of the position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of Geology. Applications are invited for a 9-month full-time sabbatical replacement for the 1984-85 academic year. Acadia has 150 geology majors and offers bachelor's and master's degrees in Geology. Candidates should have a Ph.D. degree by the appointment date, and will teach four of the following undergraduate half-courses: Igneous petrology, exploration geo-physics, hand specimen petrology, optical mineralogy, physical geology and historical geology. Other duties will include some supervision of Honours theses in igneous petrology and partial supervision of two Masters theses. Salary will be dependent upon qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications, along with curriculum vitae and names of three referees should be sent as soon as possible to Dr. Barry Cameron, Head, Department of Geology, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

GERMAN

BRANDON UNIVERSITY. Department of Classical and Modern Languages. Applications are invited for a two-year leave replacement term appointment at the rank of Lecturer or Assistant Professor. Qualifications: Lecturer — M.A. or equivalent, Assistant Professor — Ph.D. or equivalent. Effective date of appointment 1st September, 1984. Duties: To teach undergraduate courses in German (introductory, intermediate, survey courses in German literature from the Aufklarung to the twentieth century, culture and civilization); to provide informal coaching as required for voice students in the pronunciation of sung German texts. Current annual salary bases: Lecturer $20,410, Assistant Professor $25,900. Closing date: when position filled. Send curriculum vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. This position is contingent upon funding and, in accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of German. 1. Study leave replacement of Visiting Assistant Professor, or Lecturer (sessional, eight months), subject to budgetary approval. 2. Ph.D., native or near native ability in German, teaching experience. 3. Language courses; undergraduate literature course (eighteenth or twentieth century). 4. Visiting Assistant Professor: $19,668. Lecturer: $15,667. 5. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Daly, Chairman, Department of German, McGill University, 1001 Sherbrooke Street, W., Montreal, P.O., H3A 1G5. 6. Starting September 1, 1984. 7. Deadline: When position filled. 8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HISTORY

CONCORDIA UNIVERSITY. History. The Department of History, Concordia University, invites applications for a limited appointment (1 August 1984 - 31 May, 1985) as a leave replacement, at the rank of Assistant Professor. Major specialization must be in 20th Century Canadian history. Applicants must have a Ph.D. and a strong recommendation as an undergraduate teacher. Salaries are presently under review, but the current floor for Assistant Professor is $23,144 p.a. This position is subject to the availability of funds. Applications, including a curriculum vitae and the names of three referees should be sent to: Professor Charles L. Bertrand, Chairman, Department of History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Que., H3G 1M8. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ROYAL ROADS MILITARY COLLEGE. History. Royal Roads Military College, Department of History and Political Economy invites applications for: 1. Sabbatical leave replacement for nine months. 2. Teaching experience and Ph.D. preferred. 3. European and Modern Diplomatic and Military History. 4. Assistant Professor salary range. 5. Applications, curriculum vitae, and three referees to: Dr. H.J. Duffus, Acting Principal, Royal Roads Military College, FMO Victoria, B.C., V0S 1B0. 6. Date of appointment 1 September, 1984. 7. Application deadline 1 May 1984. 8. Canadian citizens and landed immigrants only.

McMASTER UNIVERSITY. History. (Ancient History). Applications are invited for a associate Professor specializing in Roman History for a tenure-track position, effective July 1, 1984. Preference will be given to candidates with expertise in the late Roman Empire in the West. The successful candidate must have a Ph.D. and publications, and will be expected to instruct at the undergraduate and M.A. levels and to supervise doctoral research in both History and Classics. Salary commensurate with qualifications and experience. The 1983-84 salary floor for associate Professor is $31,950 per annum. Applications will be accepted until the position is filled. Please send applications with full curriculum vitae and the names and addresses of three referees to: Dr. C.J. Jago, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of History. The Department of History of Atkinson College, York University invites applications for a tenure stream appointment* that will integrate the fields of Women, Family and Education in Canada. The appointment will be at the level of assistant professor with salary dependent upon qualifications. Applicants should have a Ph.D. with some publications, experience in teaching part-time adult undergraduate students, and the capacity to teach at the graduate level. Deadline for applications is April 15, 1984. Applications, c.v., and names of three referees should be sent to: Professor Edward Hagerman, Chairman, Department of History, Atkinson College, York University, Downsview, Ontario, Canada, M3J 2R7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. *Subject to University and budgetary approval.

BROCK UNIVERSITY. Department of History. The Department is seeking a candidate to teach a course in the Winter Evening session, September 4, 1984 to April 29, 1985: History 294 Canada since 1840. Applications, including curriculum vitae and names of two references, should be sent to Dr. R.R. Taylor, History Department, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until May 1st, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Department of History. The Department is seeking a candidate to teach a course in the Spring Evening Session (April 23 to June 30, 1984): History 222hc A Century of Revolution (17th century Britain). Applications, including curriculum vitae and names of two references, should be sent to Dr. R.R. Taylor, Chairman, History Department, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

YORK UNIVERSITY. History. The Department of History, Faculty of Arts, York University, invites applications for a Tenure-stream appointment at the rank of Assistant Professor in Pre-Confederation History with an emphasis on French Canada. Ph.D. squired. Teaching experience and publication necessary. Knowledge of quantification methods desirable. Salary dependent on qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Paul E. Lovejoy, Chairman, Department of History, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND. History. 1. Assistant Professor, sabbatical replacement, position subject to budget approval. 2. Ph.D. in History preferred. 3. Teach undergraduate courses in Canadian political and social history. 4. Dependent upon qualifications and experience. 5. Send enquiries to Professor Reginald C. Stuert, Chairman, Department of History, University of P.E.I., Charlottetown, P.E.I. C1A 4P3. 6. Effective: 1 July, 1984. 7. Deadline: 1 May 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HOME ECONOMICS

ACADIA UNIVERSITY. School of Home Economics. Applications are invited for a twelve-month contractually limited academic position beginning July 1, 1984. Candidates should have minimum educational requirements of M.Sc., or M.A., but Ph.D. preferred. Duties include teaching undergraduate students in Family Development and Communications, as well as participating in Clothing Laboratories. Salary commensurate with qualifications and experience. Applications will be received until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications, along with curriculum vitae, transcripts and names of three referees, should be sent to: Professor Jean M. Peck, Acting Dean, School of Home Economics, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0.

MOUNT SAINT VINCENT UNIVERSITY. Home Economics. Mount Saint Vincent University, Home Economics Department invites applications for two full-time positions commencing July 1, 1984. Applicants should be qualified to teach in one or more of the following areas: Family Studies, Home Economics Education, Clothing and Textiles. Duties include teaching undergraduate, inservice and Masters courses, supervising field placements and pursuing an active program of research compatible with department interests. The department offers a Co-operative Education Program as well as off-campus programs in Nova Scotia, Northern Canada and overseas. Qualifications: Ph.D. in appropriate specialization with at least one degree in home economics. Send curriculum vitae and the names of 3 referees to: Dr. Susan Clark, Dean, Human and Professional Oevelopment, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INTERNATIONAL RELATIONS

QUEEN'S UNIVERSITY. Centre for International Relations. Applications are invited for: Junior Research Associate. A position for Junior Research Associate will become vacant at the Centre for International Relations, Queen's University, Kingston in September 1984. Field: International relations with a specialty in strategic studies; completed or nearly completed Ph.D. required. Appointment from 1 September 1984 for one to two years. Applications with C.V. and other relevant information to Professor Nils Orvik, Centre for International Relations, Queen's University, Kingston, Ontario K7L 3N6.

ITALIAN

YORK UNIVERSITY. Italian. One or more contractually limited position(s) for the academic year 1984-85. Alternate or Professorial Stream appointment(s) at the rank(s) of Sessional Assistant Lecturer, Sessional Lecturer or Sessional Assistant Professor (minimum requirements M.A. or equivalent). Primary interest and demonstrated ability to teach language courses at all levels. Candidate able to teach an Introductory Literature course preferred. Position to begin July 1, 1984. Only Canadian citizens or Landed Immigrents to Canada need apply for this position. Applicants should arrange to have curriculum vitae, two letters of recommendation, attestations to demonstrated teaching skills and transcripts sent directly to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, York University, Downsview, Ontario, M3J 1P3. Deadline for application: April 30, 1984.

JAPANESE

YORK UNIVERSITY. Japanese. Assistant Professor (contractually limited appointment, maximum three years; subject to budgetary approval), from July 1, 1984. Japanese language-training specialist, preferable with linguistics or another relevant sub-field. Ph.D. in linguistics/applied linguistics/Japanese and linguistics. Demonstrated language programme administration an advantage. Sophisticated native or native-like command of spoken and written Standard Japanese and excellent English. To teach Japanese language courses at all levels, direct multi-section elementary course, and eventually assist in administration of Japanese Section. Applications to: Mrs. Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, York University, Downsview, Ontario, Canada, M3J 1P3, no later than May 4, 1984. This advertisement is addressed in the first instance to Canadian citizens and permanent residents.

JEWISH STUDIES

McGILL UNIVERSITY. Jewish Studies. Sessional Lecturer in Modern Hebrew Language and Literature. Requirements include teaching three courses each of two semesters from September 1984 to May 1985. Doctorate in Modern Hebrew Literature must be in hand or very near completion. Salary will be approximately $15,000 in accordance with Immigration Canada regulations, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is April 30, 1984. Applications should be sent to: Professor B. Barry Levy, Chairman, Jewish Studies Program, McGill University, 3511 Peel Street, Montreal, Que. , H3A 1W7.

LIBRARY/INFORMATION SCIENCE

UNIVERSITY OF TORONTO. Fecufty of Library and Information Scfence. 1. Assistant Professor in the Tenure-Stream. 2. Ph.D. completed in Information Science or a related field. Demonstrated excellence in research and teaching. 3. Supervise research and teach courses (both MLS and Ph.D. level) in one or a combination of: (1) The design, structure and technology of information networks, including cooperative systems; (2) The literature of science and engineering; automated retrieval systems; human factors, evaluation; (3) systems analysis & administrative decision-making; statistical and operations research techniques. 4. Salary: Negotiable. 5. Dr. Katherine H. Packer, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, Ontario, M5S 1A1. 6. July 1, 1984. 7. Applications will be accepted until a suitable candidate is found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS

McMASTER UNIVERSITY. Department of Mathematical Sciences. The Department of Mathematical Sciences, McMaster University, invites applications for a tenure-track Assistant Professorship starting July 1, 1984 or July 1, 1985. Candidates are required to have a Ph.D., proven research abilily in some area of mathematics related to Geometry, and capability in teaching. Salary based on qualifications and experience. 1983/84 minimum is $24,750. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: B. Banaschewski, Chairman, Mathematical Sciences, McMaster University, Hamilton, Ontario, L8S 4K1, Canada.

CONCORDIA UNIVERSITY. Department of Methematics. The Department of Mathematics invites applications for a one-year (leave replacement) posillon in Statistics commencing June 1984. Duties include teaching and research. Please arrange for a curriculum vitae end three letters of reference to be sent to: Dr. H. Proppe, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke St. W., Montreal, Que., Canada, H4B 1R6. In accordance with Canadian Immigration requirements this advertisement is directed In the first instance to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics anticipates a tenure-track position in Applied Mathematics, pending final budgetary approval. Applicants should have a strong commitment to teaching as well as demonstrated research abilities, preferably in Operations Research. Duties will include teaching, research, and participating in the development of the Department's Applied Mathematics and Statistics programmes. Please arrange for a curriculum vitae and three letters of reference to be sent to: Dr. H. Proppe, Chairman, Department of Mathematics, Concordia University, 7141 Sherbrooke St. W., Montreal, Que., Canada, H4B 1R6. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Closing date May 1, 1984.

UNIVERSITY OF NEW BRUNSWICK. Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, may have an opening as of July 1, 1984, for a probationary Mathematics position at the rank of Instructor, subject to budgetary approval. Minimally, a Masters degree is required. Principal duty will be undergraduate teaching. Send an up-to-date curriculum vitae and the names of three referees to Dr. G.R. Mason, Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

UNIVERSITY OF WINDSOR. Mathemetics. The Department of Mathematics invites application for a tenure-track position in Statistics effective July 1, 1984. Applicants should provide evidence of excellent and experience in research and teaching in Statistics, particularly Applied Statistics. Rank and salary commensurate with experience and demonstraled research capability, subject to budgetary constraints. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should provide an up-to-date curriculum vitae and arrange for three letters of reference to be sent to: Chairman, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4, Canada.

UNIVERSITY OF NEW BRUNSWICK. Mathematics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening, (subject to budgetary approval) as of July 1, 1984, possibly a tenure-track position. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three references to Dr. G.R. Mason, Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is tilled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

UNIVERSITY OF TORONTO. Department of Mathematics. The Department of Mathematics, University of Toronto, is looking for strong applicants to nominate as candidates for NSERC Research Fellowships beginning July 1, 1985. These are five year research positions (subject to a review in the third year) with a possible teaching load of at most one course per year. Applicants should be mathematicians with a reletively recent doctorate, who have demonstrated their ability with some substantive post-thesis research accomplishment. They must be Canadian citizens or landed immigrants by November 1, 1984. Applicants should send an up-to-date curriculum vitae and a short description of their research program to S. Halperin, Department of Mathematics, University of Toronto, Toronto, Ontario, Canada, M5S 1A1, and arrange to have sent three letters of reference. This material should arrive before Friday, September 14, 1984. Preference may be given to candidates whose material arrives before April 30, 1984. The Department's choice of candidates will be made in late September, and the final decision by NSERC is announced (by NSERC) in the spring.

MEDICINE

UNIVERSITY OF TORONTO. Medicine. Department: Department of Surgery, Division of Urology, Toronto Western Hospital. 1. Title of Position: a) University Title (rank): Professor or Associate Professor. b) Type of Appointment: Clinical Appointment — Annual. 2) Qualifications required: Academic Experience, teaching and research; FRCS (C) Urology; Individual must be capable of mounting independent research programs of high quality. 3. Nature of Duties: Head — Division of Urology, Toronto Western Hospital; Clinical; Academic; 4) Salary: Commensurate with qualifications and experience. 5) Person to whom enqulries should be sent: Dr. R.M. Stone, Chairman of Search Committee, Surgeon-in-Chief, Toronto Western Hospital, Room 539, Edith Cavell Wing, 399 Bathurst Street, Toronto, Ontario, M5T 2S8. 6) Effective Date of Appointment: July 1, 1984. 7) Closing Date for Receipt of Applications: April 30, 1984. In accordance with Canadian Immigration requiremenls, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. School of Optometry. Applications are being accepted tor the position of Assistant professor. Preferred qualifications: professional optometric degree (O.D.) and graduate degrees at the master or doctoral level. Preferred disciplines: Physiological oplics (visual science), pharmacology, theoretical and optometrical Optics. Evidence of sustained research productivity at a high level of quality. Faculty members are expected to instruct in the School's undergraduate, graduate and clinical programmes and carry out research. Salary commensurate with qualifications and experience. Effective date of appointment September 1, 1984. Applications lo: Dr. Walwyn S. Long, Director, School ot Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications: July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

UNIVERSITE D'OTTAWA et HOPITAL ROYAL D'OTTAWA. Médecine. L'Université d'Ottawa ouvre un concours pour le poste de Directeur de la division universitaire de médecine de réadaptation. Le candidat choisi sera affecté au Centre régional de réadaptation royal d'Ottawa. Le centre régional de réadaptation est une institution de 77 lits. Cette institution offre la pointe d'excellence qui doit assurer l'Intégration régionale des soins en réadaptation pour la région d'Ottawa/Carleton. Les candidats qualifiés devront être éligibles au certificat du Collége royal des médecins et chirurgiens du Canada et au permis d'exercer du Collège des médecins et chirurgiens de l'Ontario. Les candidats devront fair parvenir leur curriculum vitae et leur liste de références avant le 30 avril 1984 à l'attention de: Gilles D. Hurteau, M.D., Doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ottawa, Ontario. K1H 8M5.

UNIVERSITY OF OTTAWA AND ROYAL OTTAWA HOSPITAL. Medicine. The University of Ottawa is seeking a Head of Physical Medicine and Rehabilitation. The successful applicant will be based at the Royal Ottawa Regional Rehabilitation Centre as Physiatrist-In-Chief of this division of the Royal Ottawa Hospital. The Rehabilitation Centre is a 77-bed Teaching Hospital offering a comprehensive range ot rehabilitation devices tor the physically disabled through the following programs: Stroke; Spinal Cord; Neuro Locomotor; Communication Disorders; Amputee; Arthritis; Respiratory and outpatients. The Rehabilitation Centre is part of the Ottawa Health Sciences Centre which includes the University of Ottawa Health Sciences Building, the Ottawa General Hospital, the Children's Hospital of Eastern Ontario and the Ottawa Crippled Children's Treatment Centre. Suitable candidates should be eligible tor certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physicians and Surgeons of Ontario. We seek a Physiatrist who can provide dynamic medical leadership in education, clinical service and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An application, including curriculum vitae and appropriate references should be forwarded, prior to April 30, 1984, to: Giles D. Hurteau, M.D., Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, K1H 8M5.

ONTARIO CANCER FOUNDATION. London Clinic. Post-doctoral Position available for molecular biologist to work on genetic

aspects of tumor metastasis. Background in somatic cell genetics and cancer biology helpful. Send applications including curriculum vitae and at least three references to: Dr. Ann F. Chambers, Ontario Cancer Foundation, London Clinic, 391 South Street, London, Ontario, N6A 4G5, Canada.

UNIVERSITY OF TORONTO. Faculty of Medicine, Speech Pathology. Associate Professor. Ph.D. with proven teaching and research capabilities. A strong background in Speech and Voice Science and/or Experimental Phonetics. Applicants should possess, or have an interest in developing, extensive insight into all aspects of disordered communication. Experience in thesis supervision for advanced degrees is desirable. Participation in a graduate program in speech pathology with teaching and research responsibilities. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Date of appointment: July 1, 1984 or as soon as possible. Write to Professor M.L. Stolcheft, Ph.D., Acting Chairman, Graduate Department of Speech Pathology, 88 College St., Faculty of Medicine, University of Toronto, Toronto, Ontario, M5G 1L4.

THE ONTARIO CANCER FOUNDATION. Cancer Research Scientist. Position open for junior career scientist to be associated with a group studying molecular mechanisms of tumor promotion and carcinogenesis. Candidates should have training at the doctoral level and demonstrated ability for independent research in areas such as recombinant DNA and oncogenes, cell transformation systems or animal models. Appointment will include affiliation with the University of Ottawa, Faculty of Health Sciences. After an initial period, the candidate will be expected to obtain continuing support for research from competitive grants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send résumé and the names of three referees to: Dr. H.C. Birnboim, Head, Department of Experimental Oncology, Ontario Cancer Treatment and Research Foundation, Ottawa Regional Centre, 190 Melrose Avenue, Ottawa, Ont. K1Y 4K7, Canada.

UNIVERSITY OF SASKATCHEWAN. Medicine. Academic Appointment — Gastroenterologist. An academic full-time appointment is currently available in the Section of Gastroenterology, Department of Medicine of the University of Saskatchewan in Saskatoon. Responsibilities include patient care, teaching and research. An active research interest and experience would be an asset. Canadian certification in internal medicine and/or gastroenterology, or eligibility to sit the examinations is required. The position will be based at the University Hospital in association with two other gastroenterologists. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and landed immigrants. Candidates should forward their curriculum vitae and the names of three references to: Dr. R.M. Bala, Professor and Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0, Canada.

UNIVERSITY OF ALBERTA. Clinical Investigator — Gastroenterology. The University of Alberta, Division of Gastroenterology, invites applications from Clinical Investigators in Gastroenterology (two positions). The candidates must have demonstrated ability as independent investigators, an interest in joining an academic teaching and research-oriented Division of Gastroenterology at the University of Alberta in Edmonton. Academic rank will be at the Assistant Professor level. Current salary range for Assistant Professor is $29,720 to $41,820. University ranking and salary are negotiable and will reflect experience and qualifications. Applicants should be eligible for registration as specialists in Internal Medicine or Gastroenterology in the Province of Alberta. The closing date for this competition will be six weeks after the date of publication. The date of appointment will be July 1984. Interested individuals are encouraged to send a curriculum vitae to Dr. R.W. Sherbaniuk, Director, Division of Gastroenterology, 8-104 Clinical Sciences Building, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G3. The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Geriatric Medicine. Full-time Academic Positions (2). Vacancies exist for physicians in Geriatric Medicine in the Division of Geriatric Medicine, College of Medicine, University of Saskatchewan, and University Hospital, Saskatoon. Successful applicants will have higher qualifications in medicine (F.R.C.P.(C)) or equivalent and clinical and teaching or research experience in Geriatric Medicine. Academic rank and salary commensurate with experience. One position is a permanent (tenurable) position the other a sabbatical replacement for the department head (1 year). For further information contact: Dr. Duncan Robertson, Professor & Head: Geriatric Medicine, Box 85, University Hospital, Saskatoon, Saskatchewan, Canada, S7N 0X0.

UNIVERSITY OF SASKATCHEWAN. Medicine. An academic full-time position is available for a hematologist as a joint appointment in the Departments of Medicine and Pathology at the University of Saskatchewan and the University Hospital — Saskatoon. Responsibilities include teaching, research, consultant patient care and service laboratory supervision in negotiable time proportions. Canadian certification in Internal Medicine and Hematology will be required before commencement of appointment. Address replies to: Dr. R.M. Bala, Professor and Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7K 0X0.

UNIVERSITY OF SASKATCHEWAN. Medicine. A three-year term appointment as Assistant Professor is available in the Department of Biochemistry, College of Medicine, University of Saskatchewan. Applicants must have a Ph.D. and/or M.D. degree. Duties will include research and teaching of Biochemistry to undergraduate and graduate students. Effective date of appointment is July 1, 1984. Salary will be commensurate with experience and training. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and names of three referees to: Dr. J.D. Wood, Head, Department of Biochemistry, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0. Ref.: Psn. number 84L 11-3-1x.

QUEEN'S UNIVERSITY. Department of Urology. Applications are invited for a full-time position in the Department of Urology at Queen's University. The successful applicant will have responsibility for teaching in an established postgraduate programme involving clinical practice and administration. There are excellent opportunities for basic and clinical research. The applicant must be able to conduct independent research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae with names of three referees to: Dr. A. Morales, Head, Department of Urology, Queen's University, Kingston, Ontario, K7L 2V6.

UNIVERSITY OF ALBERTA. Microbiology. Microbiologist. The Department of Medical Microbiology, University of Alberta invites applications for a research (75%) and research-related teaching (25%) position at the assistant or associate professor level. Current salary range: $29,720 - $41,820 p.a. (assistant professor), $37,420 - $53,658 (associate professor). Applicants must have a doctoral degree, at least two years relevant post-doctoral research experience and demonstrated considerable promise and ability to initiate and conduct independent high-quality research. Candidates with research interests in mechanisms of pathogenesis of prokaryotic and eukaryotic microbial diseases will be given preference. The position will depend upon successful application to an external granting agency for a long-term research scholarship award and a non-renewable two-year establishment grant. The successful candidate will enjoy the privileges of the University rank at which the appointment is made and will also be expected to apply immediately for operating grants for research support from other granting agencies. Please submit curriculum vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to The Chairman, Department of Medical Microbiology, Medical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2H7, Canada, no later than April 30, 1984. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent citizens.

THE UNIVERSITY OF WESTERN ONTARIO. Medicine. Microbiology and Immunology. Bacteriologist. Applications are invited for a tenure-track position, effective July 1, 1984, as Assistant Professor or Associate Professor; depending upon qualifications, in the Department of Microbiology and Immunology. Applicants should have a Ph.D. and post-doctoral training in microbial biochemistry or biochemical aspects of microbial structure. Applicants must have demonstrated continuous ability to conduct and publish original, independent research. The deadline for applications is April 30, 1984. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is an equal opportunity employer. Address correspondence to: Dr. N.R. Sinclair, Chairman, Department of Microbiology and Immunology, University of Western Ontario, London, Ontario, N6A 5C1.

QUEEN'S UNIVERSITY. Department of Family Medicine Moose Factory Zone. Applications are invited for a full-time faculty position in the Canadian North. This unique appointment will combine primary health care with teaching and some research. Duties will include the supervision and co-ordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. These responsibilities will be shared with two other members of the Department of Family Medicine currently on site. The successful candidate will be certified or eligible for certification by the College of Family Physicians of Canada. This appointment is being developed by Queen's University in co-operation with the Medical Services Branch of Health and Welfare, Canada. For further details please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

UNIVERSITY OF ALBERTA. Medicine. Pediatric Hematologist/Oncologist. The Department of Pediatrics, Faculty of Medicine, University of Alberta, requires a Sub-specialist for consultative, teaching, research and service duties within, primarily, The Cross Cancer Institute (C.C.I.). The salary, in excess of 50,000.00 per annum, is negotiable depending upon qualifications. The incumbent would be expected to qualify for an appropriate academic rank at the Assistant-Associate Professor level. The University of Alberta and C.C.I. are equal opportunity employers but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, names of three referees and an outline of research interests should be sent by May 1, 1984 to: Dr. J.J. Akabutu, Director, Department of Pediatrics, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, Canada, T6G 1Z2.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Health Care and Epidemiology. Two-year post-doctoral fellowship available for Ph.D. epidemiologist with demonstrated research skills and experience in the area of occupational epidemiology. This position is tenure-track based on grant support. Salary and rank negotiable. In conformity with the policy of the University of British Columbia this position is open to qualified candidates of either sex. For further details send curriculum vitae to Dr. T.W. Anderson, Department of Health Care and Epidemiology, The University of British Columbia, 5804 Fairview Avenue, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF MANITOBA. Medicine. The University of Manitoba, Faculty of Medicine, has positions available as Assistant Professor. These positions are available in response to the development of a multi-disciplinary program in the area of recombinant DNA technology as applied to neurosciences or endocrinology. The successful applicant(s) will be expected to develop an independent research program utilizing recombinant DNA techniques. Send curriculum vitae including a brief outline of future research interest to Dr. Henry G. Friesen, Professor and Head, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3, Canada. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and landed immigrants of Canada.

QUEEN'S UNIVERSITY. Department of Community Health & Epidemiology. Applications are invited from physicians with training and experience in Epidemiology and a special interest in (a) Communicable or non-communicable disease, or (b) Health care organization. The candidates will be expected to demonstrate initiative and commit 75% of their time to appropriate research. Significant contributions to the teaching of undergraduate medical students and graduates will be expected. The appointments (2) will be at the Assistant and/or Associate Professor level. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Department is preparing for a substantial expansion into a variety of research areas and anticipates relocation into new, purpose-designed premises at an early date. Candidates interested in either of the above appointments should contact: Robert Steele M.D., F.R.C.P. (C), Professor and Head, Department of Community Health and Epidemiology, Queen's University, 25 Union Street, Kingston, Ontario, Canada. K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF MEDICINE. Department of Pediatrics and Rehabilitation Medicine. The Departments of Pediatrics and Rehabilitation Medicine are seeking a candidate for a full-time, tenure-track, academic position. Rank: Assistant Professor. Position Available: March 1984 (flexible). Salary: Negotiable. The applicant should: a) have completed training in Pediatrics, Neurology or Rehabilitation Medicine. b) have F.R.C.P. (C) in Pediatrics, Neurology or Physiatry or equivalent. The candidate will have the opportunity to head the section of Pediatric Rehabilitation and be the Medical Director of the Children's Rehabilitation Centre (C.R.C.). The Centre will be housed in a brand new building currently under construction to be completed October 1984. Applications should be forwarded to: Dr. M.H.K. Shokeir, Professor and Head, Department of Pediatrics, University Hospital, Saskatoon, Saskatchewan, S7N 0X0, or Dr. J. Leszczynski, Professor and Head, Department of Rehabilitation Medicine, University Hospital, Saskatoon, Saskatchewan, S7N 0X0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Medicine. Queen's University, Department of Medicine invites applications from persons with training in Cardiology and special expertise in Coronary Care for two geographic full-time positions as directors of the Coronary Care Units, at Kingston General Hospital and Hotel Dieu Hospital. The appointees will be responsible for the direction of the Coronary Care Unit, teaching programs for residents and nurses, and for direction of clinical research programs. Preference will be given to candidates with research experience in this area. In accordence with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae and names of three referees to: Dr. H.B. Dinsdale, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF BRITISH COLUMBIA. Neurology. Research Assistant. The Division of Neurology at the Health Sciences Centre Hospital requires a physician trained in genetic analysis to conduct survey on families who have members suffering from dystonia. This position is part-time (50%) for approximately one year. Salary $10,000. Send résumés to Dr. Donald Calne, Division of Neurology, Department of Medicine, UBC Health Sciences Centre Hospital, 2211 Wesbrook Mall, Vancouver, B.C., V6T 1W5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Medicine. Department of Surgery, Division of Neurosurgery, Toronto Western Hospital. 1. Title of Position: a) University Title (Rank): Professor; b) Type of Appointment: Clinical Appointment — Annual. 2. Qualifications Required: Academic experience, teaching and research, FRCS(C) Neurosurgery. 3. Nature of Duties: Head — Division of Neurosurgery, Toronto Western Hospital, Clinical, Academic. 4. Salary: Commensurate with qualifications and experience. 5. Person to whom enquiries should be sent: Dr. R.M. Stone, Chairman of Search Committee, Surgeon-in-Chief, Toronto Western Hospital, Room 539, Edith Cavell Wing, 399 Bathurst Street, Toronto, Ontario, M5T 2S8. 6. Effective date of appointment: July 1, 1984. 7. Closing date for receipt of applications: April 30, 1984. 8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

MOUNT ALLISON UNIVERSITY. Department of Music. 1. Assistant or Associate Professor of Piano (depending upon qualifications), tenurable position. 2. Doctorate and an established reputation as a teacher and performer (or Master's and substantial professional experience). Candidates should have special expertise and interest in the areas of secondary piano, piano pedagogy, and/or accompanying. 3. Teach piano (primary applied), group piano, and piano pedagogy or accompanying at the undergraduate (B. Mus.) level. 4. Commensurate with rank and experience. Floor for Assistant Professor $23,000. Floor for Associate Professor $29,000. (First collective agreement under negotiation.). 5. Dr. Brian J. Ellard, Head, Department of Music, Mount Allison University, Sackville, New Brunswick, Canada, E0A 3C0. 6. Starts July 1, 1984. Deadline May 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Department of Music. Announcement of Faculty Position in Trombone (Jazz). (Leave of Absence replacement.) Position: Active performer and instructor. Duties: Undergraduate trombone instructor for Jazz Studies and traditional degree students. Other duties would include classroom instruction in some of the following areas depending on background and training; Jazz Theory, Arranging, Improvisation, Jazz History, Jazz Styles, Jazz Pedagogy, Composition, Ensemble coaching. Performance in Jazz-X Faculty Jazz Group. Qualifications: Masters Degree, minimum (Jazz related preferred). Professional performing experience. University teaching experience preferred. Rank: Artist in Resident. Appointment: Starting September 1, 1984, one or two year appointment with possibility of full time position pending budget approval. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Application: Send résumé, cassette tape of performences, and three letters of recommendation to: Professor D.R. Hughes, Chairman, Department of Music, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Department of Music. Announcement of Faculty Position in Jazz Piano/Voice. Position: Active performer and instructor. Duties: Undergraduate Jazz piano and Jazz vocal instruction. Direction of Jazz Vocal Choir. Other duties would include classroom instruction in some of the following areas depending on background and training; Jazz Theory, Arranging, Improvisation, Jazz History, Jazz Styles, Jazz Pedagogy, Composition, Ensemble coaching. Performance in Jazz-X Faculty Jazz Group. Qualifications: Masters Degree, minimum (Jazz related preferred). Professional performance experience. University teaching experience preferred. Appointment: Starting September 1, 1984. Rank: Artist in Residence. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Application: Send résumé, recent cassette tape of performances, and three letters of recommendation to: Professor D.R. Hughes, Chairman, Box 108, Department of Music, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Department of Music. Announcement of Faculty Position in Percussion (Jazz). Position: Active performer and instructor. Duties: Undergraduate percussion instructor for Jazz Studies and traditional degree students. Teaching of all percussion instruments with main emphasis on drum set. Direction of Percussion Ensembles. Other duties will include classroom instruction in some of the following areas depending on background and training; Jazz Theory, Arranging, Improvisation, Jazz History, Jazz Styles, Jazz Pedagogy, Composition, Ensemble coaching. Performance in Jazz-X Faculty Jazz Group. Qualifications: Masters Degree, minimum (Jazz related preferred). Professional performance experience. University teaching experience preferred. Rank: Artist in Residence. Appointment: Starting September 1, 1984. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Application: Send résumé, recent cassette tape of performances, and three letters of recommendation to: Professor D.R. Hughes, Chairman, Department of Music, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia, B2C 1C0. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA. Department of Music. Assistant Professor (subject to budgetary approval). The principal responsibility will be to direct the department's choral activities. Related teaching duties may include music history or theory. The choral programme includes large and small ensembles. Participation in committee work and in the community and the profession will be expected. Qualifications: a doctorate or equivalent preferred and some experience in university teaching. Salary is negotiable. Candidates should submit a curriculum vitae, including the names of three referees. Appointment effective July 1, 1984: applications accepted until May 31, 1984. Applications should be sent to Professor R.J.W. Swales, College of Fine Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens or permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND. Music. 1. Applications are invited for a full time position in a Music Education-Woodwind combination (clarinet preferred). 2. Doctoral degree or equivalent in Music Education, performance experience an asset. 3. To teach woodwind majors and undergraduate courses in elementary and secondary music education, woodwind pedagogy, basic conducting and aural skills. 4. Salary in accordance with qualifications and experience. 5. Applicants should send curriculum vitae and ask three referees to write on their behalf to: Prof. Hubert Tersteeg, Music Department, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. 6. Appointment effective July 1, 1984, subject to budgetary approval. 7. Deadline: When position is filled. 8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

BRANDON UNIVERSITY. Department of Native Studies and Department of Classical and Modern Languages. Applications are invited for a one-year term appointment at the rank of Lecturer or Assistant Professor. Qualifications: Lecturer – M.A. or equivalent, Assistant Professor – Ph.D. or equivalent. Effective date of appointment 1st September 1984. Duties: to teach under-graduate courses in Linguistics, Introductory Cree and Introductory Saulteaux. Current salary bases: Lecturer $20,410, Assistant Professor $25,900. Closing date: When position is filled. Send Curriculum Vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. This position is contingent upon funding and, in accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Native Studies Department. The University of Saskatchewan is seeking to hire an Assistant Professor for a term position in the Native Studies Department, College of Arts and Science. The successful candidate will be responsible for both on-campus and off-campus Native Studies courses, namely, Introduction to Native Studies and Metis History. This position is for a one-year term only and will begin July 1, 1984 ending June 30, 1985. The current salary range is $27,983 - $36,407 and is under review for 1984-85. Candidates should have a background in Metis History and have completed their Ph.D. Candidates with a Masters Degree with emphasis on Metis History will be considered. Closing date for application is April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward curriculum vitae and three letters of reference to: A.S. Lussier, Head, Native Studies Department, 15 McLean Hall, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

OCEANOGRAPHY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Oceanography. Research Position. Recent Ph.D. with experience in statistical methods and geophysical fluid dynamics sought to participate in the analysis and interpretation of data from an array of cyclesondes (profiling current meter, CTD systems) and current meters in the Strait of Georgia. The candidate should also have the potential of modelling the observations in terms of the non-linear low frequency motion of a stratified fluid of variable depth. The position is available as of 1 November, 1984, for a duration of one year and may be renewed for a second year; it will be filled at postdoctoral (ca $20,700) or research associate (up to ca $27,000) level according to the candidate's experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Résumés and three letters of reference should be sent by 1 July 1984 to Dr. S. Pond, Dept. of Oceanography, The University of British Columbia, 6270 University Blvd., Vancouver, B.C., Canada, V6T 1W5.

PHILOSOPHY

UNIVERSITY OF PRINCE EDWARD ISLAND. Philosophy. 1. Applications are invited for a one year regular term appointment at the level of Assistant Professor for the 1984-85 academic year. 2. Ph.D. preferred and applicants should have a record of teaching excellence. 3. Expertise in the areas of introductory philosophy and contemporary ethical problem is required and some competence in the areas of practical logic or modern philosophy or contemporary philosophy is desirable. 4. Fully competitive salary and other conditions. Position subject to budgetary approval. 5. Applications including curriculum vitae and the names of three referees should be sent to Professor K. Butler, Chairman, Department of Philosophy, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, C1A 4P3. 6. July 1, 1984. 7. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Physics. Post-Doctoral/Research Associate Position in Gravitation. A post-doctoral fellow or research associate position will be available with W. Unruh at the University of British Columbia in July 1984. The salary and type of position will depend on the experience and qualifications of the applicant. The position will be for one year, renewable for a second. The research interests of the candidate should be in some area of theoretical gravitation physics. Present research interests at U.B.C. include work in quantum gravity, numerical relativity, cosmology, quantum noise in gravity wave detection, and alternative theories of gravity, but other areas are also of interest. The successful candidate will be chosen on the basis of his/her ability to do significant and original research in the field as demonstrated by publications and letters of reference. For a research associate position, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if no such suitable candidate is found, and in any case for a post-doctoral position, consideration will be given to candidates of all nationalities. Please send applications to: W. Unruh, Department of Physics, The University of British Columbia, Vancouver, British Columbia, Canada, V6T 2A6.

UNIVERSITY OF MANITOBA. Physics. A postdoctoral position is available for research in experimental nuclear physics at the University of Manitoba Cyclotron Laboratory. The successful candidate will have recent experience in low energy or intermediate energy nuclear physics and will be expected to participate in experimental research programs using the 20-50 MeV negative ion cyclotron. Beams of protons, deuterons and neutrons are available. Current research programs emphasize charge exchange giant resonances in (n,p) reactions, proton induced fission of light elements and studies of nuclear polarization in direct reactions. This appointment can be renewed annually (subject to the usual budgetary confirmation) up to a maximum period of three years. Salary will depend on experience with a minimum of $19,000 per annum. Send curriculum vitae, list of publications and names of three referees to: Dr. W.R. Falk or Dr. N.E. Davison, Department of Physics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF REGINA. Department of Physics and Astronomy. Experimental Physicist. We invite applications for a tenure-track position at the Assistant Professor Level, from an experimental nuclear physicist in the area of intermediate energy physics. The applicant will be among a group with the home base at Regina where development and analysis is done, while the experimental work is performed at major facilities in Canada or abroad. Good teaching at the undergraduate level in lectures and laboratories will also be expected. Applicants must have a Ph.D. degree, or equivalent, in experimental nuclear physics and candidates with Post Doctoral experience will have an advantage. Applications, including curriculum vitae, list of publications and the names of three referees should be sent to: The Head, Department of Physics and Astronomy, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. The position will be available as of July 1, 1984. The floor of the salary range is $26,873 per annum but the salary level offered will depend on qualifications. We offer equal employment opportunities to qualified male and female applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. Department of Plant Science. The Department of Plant Science invites applications for a two year contingent term appointment, subject to budgetary approval, at the rank of Assistant Professor effective July 1, 1984. Applicants should have a doctoral degree in the area of horticulture and/or plant physiology. The successful candidate will be expected to: 1) Coordinate a series of horticulture courses in the Diploma of Agriculture program; 2) Participate in teaching Diploma and Degree courses; 3) Develop a research program in the area of horticulture physiology. Effective April 1, 1984, the salary floor for an Assistant Professor will be $27,101. Qualified applicants are invited to submit a curriculum vitae and names of three references to: Dr. L.E. Evans, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian Immigration policy, consideration in the first instance will be given to Canadian citizens and permanent residents. Closing date is May 15, 1984.

POLITICAL SCIENCE/ STUDIES

UNIVERSITY OF WATERLOO. Department of Political Science. Applications are being accepted for the position of Assistant Professor subject to financial budgetary approval. Qualifications include a completed Ph.D. (or equivalent) and, in accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Candidates should be able to demonstrate clear evidence of scholarly potential. Duties will include undergraduate teaching in an area of primary interest; the Department's priorities are normative theory (particularly marxist theory), comparative politics (developing areas), communist political systems, political economy and public policy. Successful candidates will also be expected to teach in an area of secondary interest or in the introductory programme. The 1983-84 salary floor for Assistant Professors is $25,300. Those interested should send an up-to-date c.v. and a list of three academic references to Professor Robert J. Williams, Chairman, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. The effective date of the appointment is July 1, 1984. The competition is open until April 30 or until the positions are filled. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

LAKEHEAD UNIVERSITY. Political Studies. Applications are invited for two probationary (tenure-stream) appointments effective July 1, 1984. Expertise is sought in: a) Political

Theory, but exceptional candidates in other specialties will be considered, and, b) Canadian Politics, Public Policy and Public Administration. Ph.D. and a proven record of teaching and research required. Rank and salary will be commensurate with qualifications. Deadline: When position filled. In accordance with Canadian Immigration requirements, Canadian citizens and landed immigrants will be given preference. Please send curriculum vitae and the names of three referees to: Professor G.R. Weller, Dean of Arts, Lakehead University, Thunder Bay, Ontario P7B 5E1.

WILFRID LAURIER UNIVERSITY. Department of Political Science. Applications are invited for a one-year limited term appointment at the level of assistant professor, as a sabbatical replacement. Applicants should hold a Ph.D. Teaching responsibilities may include comparative government, public policy and administration, United States politics, and political thought. The Department has a graduate and undergraduate program. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. John McMenemy, Chairman, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Closing date for applications is May 10, 1984. The appointment will be effective July 1, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY, Department of Political Studies. The Department of Political Studies at Queen's invites applications for several one-year replacement positions from advanced doctoral candidates and established academics interested in a visiting appointment. While one two-year position may develop, all of them are non-tenurable and non-renewable. Applicants should be qualified in the fields of Canadian or International politics. Ability to teach American or Soviet courses would be an asset. Write: Head, Department of Political Studies, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF NEW BRUNSWICK. Political Science. Subject to budget approval, the University of New Brunswick, Saint John Campus, will offer a sabbatical leave replacement position at the Lecturer or Assistant Professor level in Political Science. The candidate should be able to teach Introductory Political Science and have competence in comparative and/or Canadian public administration, and Canadian Government at the undergraduate level. A desire to participate in inter-disciplinary opportunities on a small urban campus would be an asset. The position will be available from September 1, 1984. Salary and benefits will be based on experience. Candidates should have a Ph.D. or be near completion of that degree. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit curriculum vitae and names of three referees to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B., Canada, E2L 4L5. Applications accepted until position is filled.

UNIVERSITY OF NEW BRUNSWICK. Political Science. The Department of Political Science anticipates an opening (possibly tenure-track) at the level of Lecturer or Assistant Professor, subject to budgetary approval. A completed Ph.D. is required for appointment at the rank of Assistant Professor. Salary will be commensurate with relevant experience. The position, if approved, will involve undergreduate and graduate teaching as well as research in the areas of (1) Sovietology and (2) International Relations. Applications, including a current curriculum vitae and the names of at least three referees, should be sent to Dr. A.J. Wilson, Chairman, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Political Science. Applications are invited for a one-year sabbatical replacement in Political Science with specialization in Political Philosophy and Canadian Politics, beginning September 1, 1984. This position is subject to budgetary approval. Salary and position will be commensurate with qualifications and experience. Ph.D. preferred. Please send curriculum vitae and the names of three referees by April 30th to: Professor Rais Khan, Chairman, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Political Science. The University of Alberta, Department of Political Science, has an opening for a tenure-track appointment, commencing July 1, 1984, at the assistant professor level. Ph.D. should be completed. The minimum salary for 1983-84 was $29,720. Preference will be given to applicants with publications or equivalent. A concentration and strong research interest in the area of international politics is required. The University of Alberta is an equal opportunity employer, but, in accordance with Canadien Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Send applications (including curriculum vitae and names of three referees) to Professor F.C. Engelmann, Chairman, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4. The closing date for applications is April 30, 1984.

ST. FRANCIS XAVIER UNIVERSITY. Political Science. 1. Applications are invited for two tenure-track positions, and one limited term position for 1984-85, at the level of assistant professor. 2. Completed Ph.D. is preferred. 3. Competence to teach at the undergraduate level in two of the following areas is desirable: Canadian government and politics, political theory, public administration/public policy, urban politics, developing area studies. 4. Salary and fringe benefits are competitive, and will depend on qualifications and experience. 5. Send curriculum vitae with names of three referees to: W.J. Kontak, Chairman, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. (902) 867-2118. 6. The appointments will take effect as of September 1, 1984. 7. Deadline: When positions are filled. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Political Science. The Department of Political Science, Carleton University, invites applications for two full-time tenure-track positions starting July 1, 1984. (1) One position in Comparative Politics, rank open, experience in graduate supervision preferred. Ph.D. completed (2) One position in Canadian Politics, rank open, Ph.D. completed or near completion. Applications, with full curriculum vitae and the names of three qualified referees, should be sent as soon as possible to: Prof. Harold von Riekhoff, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Open to both men and women. These positions are subject to budgetary approval.

PSYCHOLOGY

QUEEN'S UNIVERSITY. Psychology. Assistant Professor — The Department of Psychology at Queen's University seeks applicants for a 1 yr. replacement position during the 1984-85 academic year with a possible 1 yr. extension. Candidates should have Ph.D. degree in the general field of physiological psychology or behavioural neuroscience and be willing to teach and conduct independent research in this field. Canadian citizens and landed immigrants will be given first preference; males and females will be equally considered. Applicants should send vitae, reprints or preprints and names of references along with a statement of areas of interest to Richard J. Beninger, Ph.D., Chairman Search Committee, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

ST. THOMAS UNIVERSITY. Psychology. The department of psychology at St. Thomas University invites applications for two limited-term appointments to replace members on sabbatical leave. These appointments are for one year (commencing July 1, 1984) and are subject to authorization and budget approval. Two tenure-stream appointments may also become available. Areas to be covered by these appointments include introduction to psychology, sensation, perception, statistics, experimental design, cognitive psychology, developmental psychology, personality, social psychology and psychological testing. Duties include undergraduate teaching (three courses per semester), research and honours thesis supervision. Preference will be given to applicants with a Ph.D. in psychology and teaching experience. Salary floors for 1983-84 are: Lecturers — $22,450; Assistant Professor — $24,944. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send letter of application including teaching competencies and preferences, CV and names of three references to: Dr. Gary R. Hughes, Chair, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

QUEEN'S UNIVERSITY. Psychology. Applications are invited for a tenure-track position at the Assistant Professor level in Clinical Psychology. All areas of clinical psychology will be considered. Applicants must be able to share teaching duties at the graduate and undergraduate levels. A capacity and eagerness to supervise the research of graduate students is essential. Candidates of both sexes are equally encouraged to apply. Salary is negotiable. Appointment will commence on September 1st, 1984. Applications with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. A.W. MacLean, Chairman, Clinical Training, Psychology, Department, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

UNIVERSITY OF PRINCE EDWARD ISLAND. Psychology. 1. Position: Assistant Professor (Sabbatical Replacement) One Year Term. 2. Ph.D. in Psychology. 3. Applicant should be prepared to teach the following courses: Introductory Psychology and some combination of courses in the following areas: Experimental Methodology, Human Learning, Psychology of Personal Growth, and Creativity. 4. Salary will be commensurate with qualifications and experience. 5. Inquiries should be sent to: Dr. H.M. Chiang, Acting Chairperson, Dept. of Psychology, University of Prince Edward Island, Charlottetown, P.E.I., Canada, C1A 4P3. 6. Effective Date is: 1st July, 1984. 7. Closing date for applications: 1st May, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Psychology. Assistant Professor. The Department is seeking applications for a tenure-track position. The Department offers M.Sc. programs in Clinical and Industrial/Organizational Psychology. Candidates should have a strong commitment to the development of an active research program. Responsibilities will include teaching at the undergraduate and graduate levels and research supervision. In particular, candidates should be capable of making a teaching contribution in the areas of statistics and quantitative methods. The 1983-84 salary floor for the assistant professor rank is $26,590. Starting date for position is September, 1984. The Nova Scotia Psychologist's Act requires all Psychologists to be registered and defines teaching and research as psychological services; therefore, preference will be given to those candidates who indicate their intention of registering with the Nova Scotia Board of Examiners in Psychology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a letter of application stating their teaching, research and professional interests, a vitae, and the names of three referees to: Dr. Victor M. Catano, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

BISHOP'S UNIVERSITY. Psychology. The Department of Psychology at Bishop's University invites applications for a one-year replacement position for 1984-85 at the Lecturer or Assistant Professor level, to commence July 1, 1984. Likely courses to be taught are human experimental psychology, and two of introductory, principles of testing, and statistics, each for 3 contact hours per week. Preference will be given to candidates with a Ph.D. The salary floor for assistant professor in 1983-84 is $28,253. Bishop's is an English-language institution 165 km east of Montreal. Candidates should send a curriculum vitae and the names of three referees to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Oué., J1M 1Z7. Deadline: when position filled. In accordance with Canadian Immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Psychology. 1. The Department of Psychology of St. Francis Xavier University invites applications for the position of Assistant Professor. 2. Qualified applicants who have a Ph.D., an active research program and teaching interests which include developmental psychology will be considered. 3. Subject to budgetary approval, appointment to commence September 1, 1984. 4. Curriculum vitae, copies of recent publications and letters of reference should be sent to Dr. M. Schwartz, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. St. Francis Xavier University is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Psychology. The Department of Psychology at the University of Windsor has a tenure-track position available at the rank of Associate or Assistant Professor in an established programme of Child Clinical Psychology, beginning September, 1984. Responsibilities include undergraduate and graduate teaching and supervision of graduate research. Applicants are expected to develop an active programme of research and must be eligible for registration as a psychologist in the Province of Ontario. Due to the current composition of our Department, qualified females are especially encouraged to apply. Applicants should forward a curriculum vitae, including the names of three referees, to: David V. Reynolds, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed Immigrants).

UNIVERSITY OF WINDSOR, Applied Social Psychology. Associate or Assistant level. The Department of Psychology, University of Windsor, invites applications for a tenure-track position at the Associate Professor or Assistant Professor rank, beginning September, 1984. Candidates must have a major interest in one or more areas of Applied Social Psychology with a focus upon social organization and support systems including Industrial/Organizational and Community Psychology. We are seeking a person with strength in quantitative methods, an active research program, and demonstrated capability and interest in working with organizations. Due to the present composition of our faculty, qualified females are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants). Applicants should forward a curriculum vitae, including the names of three referees to: David Reynolds, Head, Department of Psychology, University of Windsor, Ontario, N9B 3P4. Consideration of applications will begin on April 1, 1984.

TRENT UNIVERSITY. Psychology. Applications are invited for a two-year sessional appointment at the Lecturer or Assistant Professor level, commencing July or September 1984. Applicants will be considered in all areas of Psychology, though special consideration will be given to those with expertise in Social Psychology and/or Learning Disabilities. Level of appointment will depend upon qualifications. Candidates nearing completion of Ph.D. will be considered. The position is subject to budgetary approval. Candidates should submit a curriculum vitae and the names of three referees to Professor H.J. Stanford, Chairman, Department of Psychology, Trent University, Box 4800, Peterborough, Ont. K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ALGOMA UNIVERSITY COLLEGE. Department of Psychology. Applications are invited for a sessional position to teach Language and Cognition during the Intersession (April 24 - June 28, 1984). A Master's degree is required as a minimum. Salary per full course is $3,300. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should send curriculum vitae and the names of three referees to Dr. Thomas A. Allaway, Associate Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4.

MOUNT SAINT VINCENT UNIVERSITY. Mount Saint Vincent University, Department of Psychology, invites applications for a possible opening in the area of Developmental Psychology. Candidates should have competence and interest in social development and a strong commitment to teaching and research. Qualifications: Ph.D. Rank and salary will be in accordance with qualifications and experience. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean, Human and Professional Development, Mount Saint Vincent University, Halifax, Nove Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to

Canadian citizens and permanent residents.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration Tenure-track appointment, jointly in the Schools of Public Administration and Social Work. The appointment will be at the level of Assistant Professor. Preference will be given to candidates able to teach in at least one of the areas of program evaluation, social policy and social administration. Candidates must have Ph.D. or be near completion of Ph.D. Send application, including curriculum vitae and names of three references to Allan M. Maslove, Director, School of Public Administration, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women. Subject to budgetary approval.

DALHOUSIE UNIVERSITY. School of Public Administration. Applications are invited for a two year term position as Assistant Professor in the field of Public Administration with particular emphasis on Compensation and Collective Bargaining, Personnel and Public Sector Management. Responsibilities include teaching in the personnel and management field, research and the supervision of student projects. Ph.D. must be completed or ABD in a related field; some practical experience in Canadian public sector personnel management is highly desirable. Rank and salary commensurate with qualifications and experience. Dalhousie University is an equal opportunity employer but in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and three references should be addressed to: Professor A. Paul Pross, Acting Director, School of Public Administration, Dalhousie University, 1229 LeMarchant St., Halifax, Nova Scotia, B3H 4H6.

RELIGIOUS STUDIES

UNIVERSITY OF REGINA, CAMPION COLLEGE. Department of Religious Studies. Applications are invited for the position of Assistant Professor in Religious Studies. The qualifications require: Ph.D. or equivalent academic qualifications. Area of specialization must be contemporary Roman Catholic theology, with a strong interest in historical theology; but candidates must also be able to teach the introductory course in religious studies which deals with the great world religions and the principal themes of religion. Starting date of appointment: July 1, 1984. Salary: Assistant Professor, Floor $26,873.00, Ceiling $38,978.00. Closing date for application: when position is filled. Canadian Immigration regulations now require the College to invite and assess applications from Canadian citizens and permanent residents of Canada before inviting and assessing applications from other persons. Applications including curriculum vitae, special interests and names of referees should be forwarded to: Professor Isidore H. Gorski, Campion College, University of Regina, Regina, Saskatchewan, S4S 0A2.

SOCIAL WORK

McGILL UNIVERSITY. School of Social Work. Applications are invited for a tenure-track position in social work at the Assistant Professor level beginning September 1, 1984. The appointment will be made in either the area of child welfare or of health and rehabilitation. Responsibilities include: undergraduate and graduate teaching; liaison with field teaching centers; supervision of graduate research/clinical activities; and the development of a programme of research related to the area. Qualifications: doctorate in social work or related discipline; competence in social work practice, policy analysis and research. Applications will be accepted until position is filled. Send curriculum vitae, the names of at least three references and samples of written work to: Dr. Myer Kalz, Director, School of Social Work, McGill University, 3506 University Street, Montreal, P.Q. H3A 2A7. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens or permanent residents.

DALHOUSIE UNIVERSITY. Maritime School of Social Work. Co-ordinator — Micmac Bachelor or Social Work Program. The Maritime School of Social Work, Dalhousie University, is beginning a part-time B.S.W. program oriented to the needs of Micmac social program staff. The co-ordinator will provide leadership, some teaching and field supervision, and work with instructors and the Micmac communities to design and adapt curriculum content. Qualifications for the position are (a) a Master's or doctoral degree, preferably in social work (b) social work experience, preferably in direct practice (c) knowledge of, and experience with, the social programs, social problems and cultures of Indian (and preferably Micmac) communities. Previous teaching and administrative experience would be an asset. Beginning Date: May or June 1984. This position is subject to final approval of funding. Applicants should send a résumé and the names of three referees to: The Director, Maritime School of Social Work, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Dalhousie University is an equal opportunity employer but in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Maritime School of Social Work. Faculty position in direct practice. Applications are invited for a tenure-track position at the associate professor level in direct social work practice. The position involves teaching clinical practice theory and skills, and providing leadership to the M.S.W. specialization in individual and Family practice. The latter includes concentrations in family and child welfare, and social work in health settings. Qualifications: Applicants should have an established reputation in direct practice, with teaching and research experience as well. They should have a D.S.W. or Ph.D. degree, or at least an M.S.W. Beginning Date: September 1, 1984. Applicants should send a résumé and the names of three referees to: The Director, Maritime School of Social Work, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Dalhousie University is an equal opportunity employer but in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. School of Social Work. Tenure-track appointment, jointly in the Schools of Social Work and Public Administration. The appointment will be at the level of Assistant Professor. Preference will be given to candidates able to teach in at least one of the areas of program evaluation, social policy and social administration. Candidates must have Ph.D. or be near completion of Ph.D. Send application, including curriculum vitae and names of three references to Roland Lecomte, Director, School of Social Work, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women. Subject to budgetary approval.

ST. THOMAS UNIVERSITY. Social Work. One tenure-stream position and one limited term position in a generic Bachelor of Social Work degree programme at St. Thomas University, Fredericton, New Brunswick. Qualifications: A professional degree in social work; doctorate preferred, M.S.W. with several years experience minimum. Previous teaching experience an asset. The limited term appointment is subject to authorization and budget approval. Appointments begin July 1, 1984. Apply in writing with curriculum vitae, and names of three referees to: Dr. Robert Mullally, Acting Chairman, Department of Social Work, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

WILFRID LAURIER UNIVERSITY. Social Work. 1. Applications are invited for a six month position as a sabbatical replacement in the Faculty of Social Work. 2. An M.S.W. degree is required and a doctorate would be preferred. 3. Responsibilities would include teaching courses at the graduate level in work with individuals, families and groups. 4. Salary commensurate with qualifications and experience. 5. Applicants should submit a curriculum vitae and the names of two references to Dr. Shankar A. Yelaja, Interim Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. 6. Appointment will be from 1 January 1985 until 30 June 1985. 7. Applications must be received by 30 June 1984. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for two positions at the rank of Assistant Professor. There is the possibility of two tenure-track positions or one tenure-track and one sessional position. Ph.D. required. Teaching experience and publications preferred. Duties will include undergraduate teaching with specialization in one or more of the following areas: Sociology of Work, Sociology of the Family, and Ethnic Studies. Other areas considered. Salary commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae, the names of three references, and one representative piece of work should be sent to: Dr. D.L. Smith, Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting Date: September 1, 1984. Closing date for applications: May 1st, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Sociology. The Department of Sociology, Faculty of Arts, York University, invites applications for a two-year contractually limited appointment beginning July 1, 1984. Courses to be taught may include conformity and deviance, and overview of sociology. The candidate should demonstrate strong teaching skills and a commitment to research. A completed Ph.D. and specialization in the area of deviance are preferred. Other areas of specialization are open. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send vitae, names of three referees, copies of publications, and a cover letter stating interests to: Dr. A.H. Turriffin, Chairperson, Department of Sociology, Faculty of Arts, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. Application Deadline: May 1, 1984, which may be extended if needed to find qualified candidates.

BRANDON UNIVERSITY. Department of Sociology-Anthropology. Applications are invited for a one year sabbatical replacement term appointment at the rank of Lecturer or Assistant Professor. Qualifications: Lecturer — M.A. or equivalent, Assistant Professor — Ph.D. or equivalent. Effective date of appointment 1st September 1984. Duties: Teaching and research experience in the areas of Medical Sociology, Social Organization, and either the Sociology of Corrections or Social Gerontology. Current annual salary bases: Lecturer $20,410, Assistant Professor $25,900. Closing date: when position filled. Send curriculum vitae, transcripts and three letters of reference to Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. This position is contingent upon funding and, in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

NIPISSING UNIVERSITY COLLEGE. Sociology. 1. One-year limited term appointment renewable at the Assistant Professor level. Appointment begins July 1, 1984 subject to Board approval. 2. Ph.D. must be completed or near completion. 3. Teaching areas: Introductory, Research Methods and Data Analysis and any of Criminology, Communications, Sexual Behaviour, Sociology of the Family. 4. Salary according to scale. 5. Send curriculum vitae including names of three referees to Dr. R. Brozowski, Dean of Arts, Nipissing University College, P.O. Box 5002, North Bay, Ontario, P1B 8L7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Sociology/Anthropology. The Department of Sociology and Anthropology at Mount Allison University, subject to budgetary approval, seeks a sabbatical leave replacement in Social and Cultural Anthropology to teach three full courses (9 hours per week) in 1984/85. The courses to be taught would include: half 1st year Introductory Course, half 2nd year Comparative Societies Course, 3rd year either Social Change or Social Problems, 4th year Anthropological Theory. Candidates should have Ph.D. or be near completion. Floor for Assistant Professor, $23,000. Application deadline 1 May, 1984. Applications, curriculum vitae and three letters of reference should be sent to: Dr. Patrick L. Baker, Department of Sociology/Anthropology, Mount Allison University, Sackville, New Brunswick, E0A 3C0. (In compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents).

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Applications are invited for a tenure-stream Assistant Professor Position (84T 2-21-13), effective July 1, 1984. Appointment is subject to budgetary confirmation. We are seeking candidates whose interests complement our current academic offerings. Evidence of or commitment to teaching, research and scholarly work is required. A Ph.D. degree in Sociology or strong evidence of degree completion by July 1, 1984. Send vitae, three letters of recommendation and copies of publications to: B. Singh Bolaria, Professor and Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ LAURENTIENNE. Sociologie. Le département de Sociologie et d'Anthropologie est à la recherche de candidats, hommes ou femmes, pour une position temporaire pour l'année académique 1984-85. Le candidat sera appelé à enseigner en français dans trois des domaines suivants: méthodes de recherche, famille, sexualité, problèmes sociaux, théorie. La préférence sera accordée au candidat qui détient un doctorat en sociologie et une expérience de l'enseignment. Faites parvenir votre curriculum vitae au Directeur, Département de Sociologie et d'Anthropologie, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

ST. FRANCIS XAVIER UNIVERSITY. Sociology. The Department of Sociology and Anthropology at St. Francis Xavier University in Antigonish is accepting applications for a full-time, tenure-track appointment at the Assistant Professor level. Ph.D. in Sociology is required. We are after excellence in scholarship and teaching. Preference will be given to persons with any of the following areas of specialization: Deviance; Collective Behavior; and Minority Relations. Salary commensurate with qualifications and experience. Please send curriculum vitae and three names of referees to: Dr. Muhammed Fiaz, Chairman, Department of Sociology/Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. This appointment is subject to budgetary approval. According to Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Sociology. Applications are invited for a contractually-limited term appointment in Sociology. Preferred teaching and research interests include race and ethnic relations, criminology and sociology of the family. The appointment will be at the assistant professor level on a scale currently starting at $25,400. Appointments may be at lecturer level if Ph.D. is incomplete. Applications with curriculum vitae and the names of three referees should be sent to: Professor M. Hammond, Sociology, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: May 1st, 1984.

SPANISH

UNIVERSITY OF VICTORIA. Department of Hispanic and Italian Studies. Spanish. 1. Eight-month sessional appointment in Spanish. 2. Ph.D. or its equivalent is desirable, with specialization in Latin American literature. 3. Teaching of language and literature at the undergraduate level. 4. Commensurate with qualifications and experience. 5. Send curriculum vitae and names of three referees to: Dr. Caroline Monahan, Chairman, Hispanic and Italian Studies, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. 6. Starting: September 1, 1984. 7. Deadline: April 30, 1984 or until appointment is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

ACADIA UNIVERSITY. Department of Spanish. Applications are invited for a tenure-track position in the Spanish Department. Preference will be given to candidates with

a completed Ph.D. (preferably in Peninsular Golden Age Literature). Native or near native fluency in Spanish is required with demonstrated teaching ability at the University level. Duties will include teaching Spanish Language and Literature courses at the University level. Effective date of appointment is July 1, 1984. Please send application, including an updated curriculum vitae, transcripts, and the names and addresses of three referees to Dr. G. Dmitrowich, Head, Department of Spanish, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and parmanent residents.

STATISTICS

THE UNIVERSITY DF WESTERN DNTARID. Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of Tha University of Western Dntario invites applications lor a senior visiting one-year limited term appointment. The appointment will be made subject to funds being available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Dntario, London, Ontario, Canada, N6A 5B7. "An equal opportunity employer".

THE UNIVERSITY DF WESTERN ONTARID. Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for limited term positions in Statistics, Applied Probability, and Actuarial Science. Salary and rank will be commensurate with qualifications and experience. Appointment will be made subject to funds being available. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Dntario, London, Ontario, Canada, N6A 5B7. "An equal opportunity employer".

UNIVERSITY OF NEW BRUNSWICK. Statistics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening for a one year replacement position as of July 1, 1984, subject to budgetary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. G.R. Mason, Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

THEATRE

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Department of Theatre. Position: Voice and Speech Instructor. Effective Date: When position is filled. Responsibilities: To design and teach the three-year voice training component for University students at the undergraduate level specializing in Theatre Performance. Specific responsibilities include: classroom teaching, private tutoring and vocal coaching for Theatre productions. This person must have extensive professional voice training in an established vocal technique. Qualifications: M.F.A. in voice training or equivalent and experience teaching at the University level. Rank and Salary: Rank and salary dependent on qualifications. Details: The Theatre Department at Concordia University is committed to the development of intensive theatre training within the University atmosphere. Special programs in Theatre training are being instructed in Scenography and Performance. Application Deadline: When position is filled. All curriculum vitaes should be sent to: Concordia University, Loyola Campus, Department of Theatre, 7141 Sherbrooke St. West, Montreal, Que. H4B 1R6. Att: Don Childs, Chairman. Note: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VETERINARY MEDICINE

UNIVERSITY DF GUELPH. DNTARID VETERINARY COLLEGE. Department of Clinical Studies. The Department of Clinical Studies, Dntario Veterinary College, University of Guelph, due to newly assigned positions and retirements, invites applications for several faculty positions. Each faculty member will share teaching and veterinary teaching hospital responsibilities at the undergraduate and post-graduate D.V.M. levels. Time and resources (food animal, equine and companion animal research facilities and a computer-based veterinary medical data system) are available for career development. Post-graduate programs leading to the Doctor of Veterinary Science (3 year program) or Master of Science degrees prepare candidates for careers requiring specialty board and/or research training. The positions available include: Animal Behaviour, Avian Medicine, Equine Field Service, Large Animal Medicine, Large Animal Surgery, Neurology, Ophthalmology, Radiology, Small Animal Surgery, Theriogenology. Applicants must have completed the D.V.M. or equivalent degree and the appropriate post-graduate training and experience for the position. Specialty board certification or eligibility is desirable. Candidates must be eligible to practice in Ontario. The rank and salary for each position are commensurate with qualifications and experience, and are subject to budgetary approval. The positions are presently available and will be filled as soon as qualified applicants are available; preferably before July 1, 1984. Applications, inquiries and curriculum vitae, together with three letters of reference, should be directed to: Dr. R.A. Willoughby, Chairman, Department of Clinical Studies, Ontario, Canada, N1G 2W1, (519) 824-4120, extension 2600. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE DE MONTREAL. Médicine vétérinaire. Le Département de pathologie et de microbiologie de la Faculté de Médecine Vétérinaire de l'Université de Montréal offre la possibilité d'un stage post-doctoral dans le domaine de la chimie des protéines virales. Le candidat doit posséder un diplôme de troisième cycle et de l'expérience dans les domaines suivants: techniques d'électrophorèse (une ou deux dimensions); autoradiographies; chromatographie en phase liquide (HPLC); cartographie peptidique; techniques de marquage (radioactive-labeling); essais radioimmunologiques; culture de tissus. Lieu de travail: Saint-Hyacinthe. Début: Juin 1984. Duree: Un an renouvelable pour une deuxième année. Les personnes intéressées peuvent faire parvenir leur curriculum vitae avec deux lettres de références à l'adresse suivant: Dr. Youssef ElAzhary, D.M.V., Ph.D., Faculté de médicine vétérinaire, Université de Montréal, Département de pathologie et microbiologie, C.P. 5000, Saint-Hyacinthe, QC, Canada, J2S 7C6.

UNIVERSITY DF MDNTREAL. Veterinary Medicine. The Department of Pathology and Microbiology of the Faculty of Veterinary Medicine of the Montreal University in St. Hyacinthe offers the possibility of a post-doctoral training in viral proteins' chemistry. Interested candidate must have a Ph.D. diploma and some experience in the following: One and two dimensions electrophoresis techniques; Autoradiography; (HPLC) Liquid chromatography; Peptide cartography; Radioactive labeling; Radioimmunological assay; Tissue culture. Work: St. Hyacinthe. Starting Date: June 1984. Period: One year, renewable for a second term. Salary: Negotiable upon experience. Interested candidates may send their curriculum vitae and two letters of references to the following address: Dr. Youssef ElAzhary, D.V.M., Ph.D., Faculty of Veterinary Medicine, University of Montreal, Department of Veterinary Pathology and Microbiology, P.O. Box 5000, St. Hyacinthe, QC, Canada, J2S 7C6.

UNIVERSITY DF SASKATCHEWAN. WESTERN COLLEGE DF VETERINARY MEDICINE. The Department of Veterinary Pathology, Western College of Veterinary Medicine, Saskatoon, requires an Assistant/Associate Professor in Veterinary Pathology, effective July 1, 1984 (T15-4-10) [illegible] undergraduate and graduate teaching programs, as well as participation in a diagnostic pathology laboratory. The candidate will be expected to develop an active and ongoing research program. Applicants must possess a D.V.M. degree or its equivalent and be eligible to practice in Saskatchewan. An advanced degree, preferably a Ph.D. and A.C.V.P. Board certification or Board eligibility are essential. This tenurable position will be filled only when a suitable candidate is found. Rank and salary are commensurate with training and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and curriculum vitae, including three letters of reference, should be submitted to Dr. C.E. Doige, Head, Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

ZOOLOGY

BRANDDN UNIVERSITY. Department of Zoology. 1. Assistant Professor. 2. Ph.D. in Zoology or Biology and strong academic preparation in physiology. A commitment to, and preferably some experience in, undergraduate teaching would be a definite asset. 3. Normal teaching load: 3 half courses/term (at least two in physiology, one in anatomy and physiology for nurses and additional courses that lie within the candidate's field of expertise and the department's requirements). The development of an active research program in a small university setting is expected. 4. Salary: Depending on qualifications and experience. Current floor for Assistant Professor is $25,900. 5. Application with detailed curriculum vitae and transcripts with names and addresses of three referees should be sent to Dr. R.F.C. Smith, Chairman, Department of Zoology, Brandon University, Brandon, Manitoba R7A 6A9. Applicants should request three persons to forward references directly to the above. 6. Starting: September 1st, 1984. 7. Deadline: [illegible]

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

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UNIVERSITY OF GUELPH. Department of Molecular Biology and Genetics. Chairperson. A new Department of Molecular Biology and Genetics has recently been established by the University Senate. A search is being initiated for a departmental chairperson who is dedicated to excellence in research and teaching who will direct this department during its formative stages in attracting new faculty and developing new courses and/or programs. The group of individuals who will form the nucleus of, or who will be associated with, this new venture include those with research interests in cell and molecular biology of gene expression, developmental biology, and genetic recombination. A new facility is being constructed to house the department. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. Applicants should send curriculum vitae and the names of at least 3 referees before May 1, 1984, to: Bruce H. Sells, Dean, College of Biological Science, University of Guelph, Guelph, Dntario, Canada, N1G 2W1.

UNIVERSITY DF GUELPH. Department of Botany. Chairperson. A botanist is required as chairperson for the newly reorganized Department of Botany at the University of Guelph. The Department currently has strengths in the areas of plant structure, development, physiology, ecology and biosystematics, and will interact with the newly formed Department of Molecular Biology and Genetics. The candidate should be dedicated to excellence in research and teaching and have the capacity to strengthen existing fields within the department, and promote development of new directions within plant biology. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. Applicants should send curriculum vitae and the names of three referees before May 1, 1984, to: Dr. B.H. Sells, Dean, College of Biological Science, University of Guelph, Guelph, Dntario, Canada, N1G 2W1.

NDVA SCDTIA CDLLEGE DF ART AND DESIGN. Art Education. Assistant Prolessor, Art Education, lull time appointment, sabbatical replacement for the 1984-85 academic year, contract to commence July 1, 1984. Responsibilities include teaching undergraduate courses relating to theory and methods of teaching art in public schools and to supervise student teachers. Desirable qualifications an M.A. in Art Education, experience in teaching art at the public school [illegible]

relating to children's development in art and experience with the art educational application of computers. In accordance with Canadian Immigration regulations this notice is directed to Canadian citizens and permanent residents of Canada. Salary will be at the level of Assistant Professor, depending upon qualifications. Send application to: Harold Pearse, Chair, Art Education Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6.

CARLETON UNIVERSITY. Biochemistry. Research/Teaching Fellow. Applications are invited for the post of postdoctoral research/teaching fellow in comparative biochemistry to work in the laboratory of Dr. Kenneth Storey in our Institute of Biochemistry. This term appointment will start after June 30, 1984, continuing for a minimum of one year with good prospects for renewal. Depending upon experience, the salary will be between $25,000 and $30,000 p.a. The successful applicant will have proven research capability, preferably with postdoctoral experience, and will participate in teaching small classes of advanced students in this specialty. Applications including curriculum vitae, the names of two referees and list of publications should be sent to Dr. J.M. Neelin, Dean of Science, Carleton University, Ottawa, Ontario, K1S 5B6. This position is open to both men and women; in accordance with immigration requirements, priority must be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Biochemistry. A position as Associate Professor is available July 1, 1984 in the Department of Biochemistry at the University of Toronto. The candidate should have a Ph.D. degree in biochemistry or a related science. The applicant should have a minimum of seven years post-doctoral training. The candidate should have an established record of interest in the biochemistry of the complement system with a special emphasis on physical and spectroscopic methodology. This is a tenure stream position. Payment will be in the range for an Associate Professor and will be University budget money. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Please send curriculum vitae and the names of three referees to: Dr. H. Schachter, Department of Biochemistry, University of Toronto, Toronto, Canada, M5S 1A8. Closing date will be April 30, 1984.

UNIVERSITY OF MANITOBA. Computer Science. Applications are invited for a term position in the Department of Computer Science, University of Manitoba. Ph.D. in computer science or equivalent is required. Position available July 1, 1984. Minimum salary $27,101. Preference for specialization in the area of software and systems or hardware. Responsibilities will be teaching primarily at the undergraduate level and conducting research. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor M.S. Doyle, Acting Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ST. FRANCIS XAVIER UNIVERSITY. Education Department. Applications are invited for a tenure-track position in educational psychology to commence September 1, 1984. Responsibilities include teaching education psychology in the Bachelor of Education and Master of Education programs and supervision of practice teaching. Qualifications: Doctorate with a concentration in educational psychology. Preference will be given to applicants with some course work in learning disabilities. Teaching experience in the elementary school. Rank and salary: In accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Teresa MacIsaac, Head, Department of Education, Box 16, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

UNIVERSITY OF PRINCE EDWARD ISLAND. Academic Vacancy. English. 1. A one-year term appointment at the assistant professor level. 2. Ph.D. degree plus evidence of success as a teacher at the undergraduate level. 3. To teach courses in College Composition, Introduction to Literature, Renaissance Literature, and/or Nineteenth Century British Literature. 4. Salary commensurate with qualifications and experience. 5. Professor Robert Campbell, Chairman, Department of English, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. 6. Starts: July 1, 1984. 7. Deadline: April 30, 1984. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Centre for Marine Geology. Applications are invited for a Senior Research Position in the area of crustal geophysics. Applicants should have an international research reputation and proven experience as group leader. Experience in offshore drilling work and the scientific processing of drillcore samples is necessary. The successful applicant will interact closely with a group involved in the geological and geophysical investigation of ocean crust, will establish specialist laboratory facilities and will initiate major new programs of deep crustal research. The letter of application, accompanied by a curriculum vitae, and the names of three referees should be sent by May 1, 1984 to: Dr. J.M. Hall, Centre for Marine Geology, Dalhousie University, Halifax, N.S. B3H 3J5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

QUEEN'S UNIVERSITY. Department of Mathematics and Statistics. The Department has two tenure-track positions and several one-year positions available effective July 1, 1984. One tenure-track position is in statistics. Candidates should have demonstrated research potential and teaching ability. Sabbaticants and others who wish to teach part-time or for one term are invited to apply. Applicants should send a vita to Professor L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6. Applicants should arrange for three letters of recommendation to be sent. At least one letter should comment on teaching ability. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Persons of both sexes are equally encouraged to apply.

UNIVERSITY COLLEGE OF CAPE BRETON. Mathematics. Subject to budgetary approval, one or more limited — term appointments at the Assistant Professor level, with possibility of subsequent conversion of at least one to tenure-track. Ph.D. in real or complex analysis, interpreted as including differential equations, strongly preferred for one post. Demonstrated success in teaching elementary programming (*Fortran, Pascal, Cobol, or* Basic) will also be viewed as an asset. Usual teaching load is 9 hours per week. Send complete curriculum vitae, publication list and names of three references, to arrive by April 30, to Dr. R. Palepu, Chairman, Department of Mathematics and Natural Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. (Usual priority to Canadian citizens and permanent residents).

UNIVERSITY OF WATERLOO. Physics. Applications are being accepted for postdoctoral fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resumé and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Anatomy. Applications are invited for a probationary (tenure-track) faculty position in Animal Anatomy, available July 1, 1984. Rank and salary are negotiable and subject to final budgetary approval. Responsibilities include teaching of anatomy of the domestic animals to undergraduates in veterinary medicine (DVM), and teaching of neuroanatomy/or laboratory animal anatomy in the BSc program. The successful candidate will be expected to develop independent research in an area of domestic animal morphology, particularly as it relates to animal health. Participation in graduate education will also be expected. Applicants must have a Ph.D. or equivalent in a branch of morphological sciences and, preferably, a DVM degree with evidence of successful teaching and research. Experience or interests in an applied area of veterinary medicine, such as pathology, radiology or surgery, would be an asset. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, with vitae and names of three referees should be directed to Dr. P. Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date May 31, 1984. Enquiries: Telephone (519) 824-4120, ext. 2668.

UNIVERSITY OF GUELPH. Department of Veterinary Microbiology and Immunology. A faculty vacancy at the Assistant Professor level is anticipated in the Department of Veterinary Microbiology and Immunology, University of Guelph. The duties include teaching at the undergraduate and graduate levels, including the supervision of candidates for higher degrees, together with participation in the Department's research program on economically important infectious diseases of food animals. Current major projects relate to infections of the gastrointestinal, respiratory and reproductive systems of cattle, swine, horses and poultry. Applicants should have a degree in microbiology or veterinary medicine, together with a Ph.D., and preferably some postdoctoral experience, in molecular biology. An interest in the application of biotechnology to the solution of problems relating to the diagnosis and control of infectious diseases of animals is essential. The salary for this probationary (tenure-track) position, which is subject to final budgetary approval, is negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications should be directed to Dr. J.B. Derbyshire, Chairman, Department of Veterinary Microbiology and Immunology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

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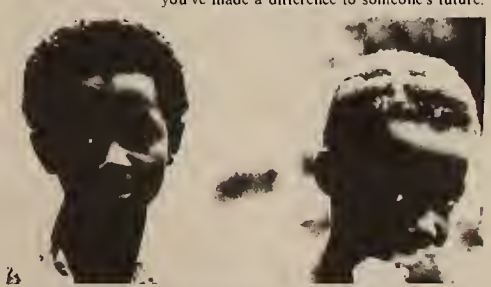

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ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Flexible retirement and fair treatment

by Martin Muldoon and Melvin Zimmerman

The York University Faculty Association (YUFA) proposed a Flexible Retirement Age policy in its first round of negotiations with the University Administration after its certification in 1976. The Administration remained inflexible preferring a vaguely-worded clause which gave the July 1 following the attainment of age 65 as the "normal" retirement date. It stipulated that "by mutual agreement" an employee might continue past this date on a year-to-year basis. This clause has remained largely unchanged, apart from some changes in 1982-83 describing more clearly the Administration's practices and in 1983-84 spelling out the requirement for consultation and deadlines and setting a minimum per course salary for those hired for part-time teaching after the "normal retirement date." On the other hand, every contract since 1976 has mandated a joint committee to study various aspects of retirement policy, but essentially no progress has been made.

The Administration appears to see retirement as a way to satisfy certain needs: to renew the faculty complement, to prevent stagnation in an aging professoriate, to hire new Ph.D.'s, to improve York's image of scholarly prestige, etc. *It* has been YUFA's contention that such problems cannot and should not be resolved through a retirement policy. Such a policy should simply address the issue of withdrawal from paid employment at an advanced career stage and should include the possibility of full or partial withdrawal *before* age 65 with appropriate incentives. When it has suited them, the administration has kept people on past 65 at low salaries and outside collective bargaining agreements.

The negotiated settlement of the Lee Lorch grievance, only hours before a scheduled arbitration hearing on January 3, 1983, highlighted several issues related to the financial, academic and union positions of employees who have passed "normal" retirement age. It also exposed the arbitrary and exploitative treatment of employees in this category with consequent lack of dignity and effective academic freedom.

In Ontario, unlike some other jurisdictions, "compulsory retirement" because of age has not been made illegal. It is our understanding, however, that the Canadian Bill of Rights which will come into full force in 1985 will make such compulsory retirement illegal even in Ontario, since the Ontario government has not indicated its intention to override this provision.

The question of whether retirement because of age should be compulsory is of course, a complicated one and no less so in the case of university professors. It is important to note, however, that what was at issue in this grievance was not the ability of Professor Lorch to continue his work but the *terms* and *conditions* under which he would do so, given the formal request by his department (mathematics) and the dean's letter expressing the desire to have him continue.

Professor Lorch's "normal retirement date" was 30 June, 1981. He asked to be continued full-time or, alternatively on full-time reduced load (with consequent salary reduction). His request was turned down by the Dean of the Faculty of Arts, who made him a part-time offer. This offer, if it had been accepted, would have removed him from the bargaining unit. It would have secured his continued presence, research grants and contacts without according him any protections.

Professor Lorch and YUFA initiated a grievance and at "Stage two" of the grievance process (June 1981) the five-person Joint Grievance Committee (which included two *Administration* representatives) found *unanimously* that he should be continued full-time for 1981-82. A crucial element leading to the committee's conclusion was the evidence provided of relatively generous treatment of individuals in comparable situations in the past and the lack of a clearly enunciated policy in this area.

In spite of this finding of the Joint Grievance Committee, the Administration refused to agree to a full-time continuation. They finally relented in September 1981 on the eve of the start of classes and then only for half of the year, with Professor Lorch agreeing to a leave of absence (without pay, but with normal benefits) for the period Jan. 1 - June 30, 1982. This arrangement was made practicable by the existence of attractive offers from elsewhere, one of which Professor Lorch accepted for this period.

In January 1982, the Dean of the Faculty of Arts informed Professor Lorch that he would not be continued in full-time status past June 30, 1982 but that he intended to make him a part-time offer. Professor Lorch requested a "full-time reduced load" status. The principal difference between the two types of appointment is that only the full-time reduced load status would carry with it continuing membership in the YUFA bargaining unit with entitlement to fringe benefits, the right to grieve, etc., while the part-time status would not. Indeed, the part-time offer would even exclude him from the bargaining unit of part-time teachers (C.U.E.W.)!

There was no question of Professor Lorch's continued activity or of the continued need of the Department of Mathematics for his services. This was expressed in unanimous motions. He was awarded a substantial NSERC grant for the period of 1982-85 and in 1982 the Department of Mathematics made at least 11 new full-time appointments, four of them in the "tenure stream."

Because of the Administration's insistence on a "year-to-year" policy the issue became a grievance again. In June 1982, the Joint Grievance Committee heard the case. The majority finding (3 - 2) was that the York-YUFA contract did not *oblige* the University legally to continue Professor Lorch's full-time status, but in their *recommended* judgement the two Administration appointees joined with the rest of the committee in urging the University to do so. Once more the Administration refused to budge. It finally did so in January 1983 only when a sustained campaign of support for the grievor by academics from York and elsewhere helped make it clear that administrative intransigence was damaging to the reputation of the University.

The Administration finally agreed to extend Professor Lorch's term of employment to June 30, 1985, at which date he agrees to retire. The Administration further accords him a full-time, reduced load appointment which continues his membership in YUFA and the protections of the Collective Agreement. Finally, the union received the Administration's assurance that they would shortly attempt in collective bargaining to regularize the terms and conditions of employment for persons in the bargaining unit aged 65 and over.

Let us step back for a moment from the case at hand to consider the plight of the York University faculty members who are at or near 65. The Depression and the War affected them as young people slowing down their progress, burdening them with years of low pay and poor working conditions, and shortening their careers. (Professor Lorch served three years in the armed forces and engaged in war work for a fourth year during World War II.) As a group they are consequently disadvantaged in salary and retirement pension benefits. Also, since York is a relatively young institution (founded 1960) nobody now approaching retirement can expect a large pension income from his/her service here. Many members of this group have been continued past 65, some outside the collective contractual framework, the Administration being able to take advantage of the loose wording of the clause regulating such continuing employment.

The relatively favourable outcome of the Lee Lorch grievance is thus the first step towards a comprehensive retirement policy which should replace the current arbitrary practices. These practices, under the guise of a "retirement policy," have ranged from uninterrupted employment past 65 for some administrators and faculty members, to part-time, "per course" teaching appointments for others. (A few have been offered no appointments of any kind.) As mentioned, those hired "part-time" are not members of YUFA and their salary is usually $1000 or so above the ceiling which would allow them to be members of the bargaining unit for part-time employees. Thus these colleagues are deprived of the protection of *any* union. If they are not terminated after a year, they are obliged to await their dean's offer of a renewal and to "take it or leave it."

Among the striking anomalies that have come to our attention are the cases of two individuals, one paid about $9,000, the other $44,000 for very similar work loads. The appointment of a senior professor at a salary only slightly higher than that of a part-timer at the beginning of a career is a real bargain for the Administration, unjustifiably enhancing the reputation of the University while avoiding the accumulation of long-term obligations. Furthermore, the possibility of a dean acquiring the services of a senior professor "on the cheap" at a time when there is fierce competition for part-time positions can only lead to divisiveness and resentment on the part of the teaching assistants and younger part-timers.

Under the current conditions of anomalous treatment and exploitation, what can remain of academic freedom for those senior employees in this "twilight zone"? One might assume that their long practice of free enquiry and expression in an atmosphere of academic freedom protected by tenure and union membership would continue in these last years of university employment. However, is it not also possible that pressures to self-censorship, conformism and ingratiation with the dean, etc., would manifest themselves long before "normal retirement age"?

There is no dignity for the person in this situation. At York University (and, we suspect, at quite a few others), even though colleagues value his/her association and support a continuing appointment, the 65-year-old professor has to arrange to see the dean and bargain personally for a fair and equitable deal. We have seen the powerlessness of these de-unionized colleagues and the exploitative and inequitable contracts which some of them have been obliged to accept. As we value our profession, we must see to it that their careers end with dignity, recognition and decent provision for retirement and continued academic affiliation and privileges, if desired, and that they not be forced into a cheap labour pool.

The union expressed satisfaction with the main provisions of the Lee Lorch settlement and stressed the importance of the upcoming negotiations. It declared that this particular provision "extends beyond the specifics of Professor Lorch's circumstances and opens a door to rational discussion with the Administration on the whole issue of post-65 employees."

YUFA ascribed the internal settlement

> "in large part to the political situation that developed. Professor Lorch had the expressed support of his department and of many faculty members from York University and the mathematics community. With such a strong lobbying force, the Administration realized they had to listen to these voices as indeed we expected the arbitrator to listen. The implications of this settlement and the way it was settled make this grievance an auspicious beginning to the 1983 grievance year."

In retrospect it seems that the main benefit of the Lorch case has been to draw the Administration more into the open in its efforts to defend its retirement policy. Little was gained in the round of negotiations concluded in May 1983, the Administration refusing to accede to YUFA's requests that faculty members be allowed to teach at least one course per year after the normal retirement date or to set aside a fund which would partly offset the financial loss to retirees caused by the government's "6 and 5" policy.

YUFA would be pleased to hear from other faculty unions about their own efforts to achieve just, equitable and dignified retirement procedures. It is hoped that accounts such as the foregoing will make more difficult the continued exploitation of senior professors as a pool of cheap labour and that they will provide helpful ideas for faculty associations striving to achieve fair procedures and fair treatment of pre-65 and post-65 employees.

Professor Muldoon is with the Department of Mathematics and Professor Zimmerman is with the Department of French Studies at York University.

CAUT FACT-FINDING COMMITTEE ON DISCRIMINATION OR UNFAIR HIRING PRACTICES IN MAKING UNIVERSITY APPOINTMENTS

REPORT

Dale Gibson
André Côté
J.K. Johnstone

Le Pr David Mandel n'a pas été nommé à un poste probatoire, au Département des sciences politiques de l'Université McGill, qu'il avait postulé in 1979. Le Département a rejeté une recommandation du Comité des nominations portant de le nommer au poste. Un non-Canadien y a été nommé et le Pr Mandel a prétendu que la décision du Département était discriminatoire. Quand le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU a décidé de ne pas instituer un comité d'enquête au sujet de l'affaire, le Pr Mandel en a appelé au Bureau de direction de l'ACPU qui a établi un comité chargé de faire enquête et de le renseigner sur les allégations en cause. Le comité, présidé par le Pr Dale Gibson (Droit, Manitoba), a rédigé le rapport publié ici. Les efforts menés dans la suite par le Bureau de direction de l'ACPU pour régler le grief ont échoué. Les documents suivants sont publiés afin signaler à la collectivité universitaire canadienne les problèmes potentiels liés aux nominations professorales initiales.

PART I
ACADEMIC FREEDOM AND UNIVERSITY APPOINTMENT PRACTICES

INTRODUCTION

This committee was appointed in June 1981 by the CAUT Board of Directors to look into and report to the Board on a number of questions, both general and specific, relating to appointment practices in Canadian universities. The terms of reference which the Board established for our committee were as follows:

1. The fact-finding committee is asked to indicate the standard of fairness which should be observed in assessing applications for appointments in Canadian universities with a view to ensuring non-discrimination and fair hiring practices.
2. With reference to CAUT guidelines the fact-finding committee is asked to suggest criteria which might be used by CAUT in determining when it is appropriate to intervene in cases where allegations of discrimination in appointment decisions have been made.
3. The fact-finding committee is asked to recommend additions or amendments to CAUT guidelines to ensure fair hiring procedures in the universities.
4. The fact-finding committee is asked to examine the circumstances surrounding the decision of the Department of Political Science at McGill University not to offer a new appointment to Dr. David Mandel and to advise the CAUT Board whether the procedures used and the decision resulting from those procedures were inadequate in any way and, if so, to indicate whether the procedures resulted in unfairness to Dr. Mandel and, if necessary, to suggest an appropriate remedy.

We understand that the origins of our assignment can be traced to the incident referred to in the fourth paragraph of the terms of reference. Dr. David Mandel was an unsuccessful candidate for a new appointment in the Political Science Department at McGill University in 1980. He alleges that his non-appointment was the product of political bias, failure to comply with CAUT "Canadianization" guidelines, and defective procedures. When Dr. Mandel took his complaint to CAUT, that organization attempted to persuade McGill authorities to collaborate in the establishment of a joint impartial inquiry into the validity of the allegations. McGill University having declined to participate in such an inquiry, this committee was established to inquire into the facts of the Mandel dispute and to report on them to the CAUT Board. At the same time, we were given the larger task of also reporting on general questions of policy to which the Mandel case gives rise.

This Part of our Report will deal with the general issues — items 1 to 3 of our terms of reference. Part II will concern itself with item 4: the Mandel matter.

FAIR APPOINTMENT PRACTICES (Item 1)

General

It is unlikely that anyone associated with any Canadian university would take issue with the general proposition that university appointment practices should be fair, both in avoiding discrimination on invalid grounds such as race, sex, age, or political opinion, and also in affording every candidate an equal opportunity for consideration on her or his individual merits. It would be an unusually sanguine or uninformed observer, however, who would assert that actual appointment practices in Canadian universities generally comply with this *desideratum*. Many who have been involved in the process of selecting new faculty members for their departments can recall situations in which it was doubtful that every candidate for a given position received an equally "fair shake."

One reason for this unfortunate state of affairs seems to be that the procedures developed by Canadian universities in recent years to ensure fair dealing with academic staff have tended to concentrate on matters, such as promotion and tenure, which affect those who are already faculty members of the university in question. The need for fair treatment of those who are seeking to become faculty members has been largely overlooked. Even the CAUT has concerned itself in the main with the welfare of those who already have at least one foot inside a university portal, to the exclusion of those who are merely knocking on the door. The Collective Bargaining Committee and the Academic Freedom and Tenure Committee of CAUT did approve, in 1980, a *Guideline on Initial Appointments*, containing some useful protections, but even that document seems more concerned with the collective rights of existing faculty members to participate in the appointment process than with the individual rights of the applicants for appointment.

This is understandable. Altruism is the final and most fragile layer of the civil veneer. Canadian university professors and their national association have had their hands full devising satisfactory procedural safeguards in matters that concern them personally and directly.

To explain is not to excuse, however. Just as selectivity in data collection can skew the results of a statistical study, selectivity in the recruitment of a professoriate can restrict the universality of background and outlook that ought, in our view, to characterize a university. Any university worthy of the name *is dedicated to* the pursuit of truth and its dissemination, and seeks to fulfill that goal by exposing its faculty and students to the broadest possible range of ideas and approaches. Appointment practices that permit discrimination on non-academic grounds present a serious threat to the attainment of that goal. They endanger academic freedom by restricting the ideological spectrum open for examination within the institution. And a university without academic freedom would be a contradiction in terms.

No human institution is capable of perfection, of course, but this Report is motivated by a belief that the appointment practices in many Canadian universities are capable, through the adoption of improved procedures, of operating more fairly than is now the case.

The importance of avoiding discriminatory hiring practices is not limited to universities. The law of the land, embodied in both federal and provincial human rights legislation, offers a certain measure of basic protection against some of the more common forms of discrimination, and this protection applies to university professors as well as to all others. But compliance with the minimum requirements of the law is not enough, especially in the case of universities, where academic freedom can be threatened by much subtler forms of discrimination than those the law proscribes. Our chief concern in this Report will be with threats to academic freedom arising from discriminatory university appointment practices that would not necessarily be prohibited by law. Some of the suggestions to be made may help to ensure compliance with human rights legislation as well, however. They may also be of some assistance to those responsible for formulating and applying collective agreement provisions concerning academic appointments.

The problem faced by every university authority exercising appointment responsibilities is to devise procedures that will ensure fairness without imposing undue cost or inconvenience, and without jeopardizing either a department's autonomy or its standard of excellence. This calls for compromise, and different universities, and different faculties and departments within universities, will legitimately differ somewhat in the compromises they find suitable. In the suggestions that follow it will be assumed that such differences of emphasis and technique are valid, within limits. It will also be assumed, however, that since academic freedom is a *sine qua non* of all universities, and since academic freedom is endangered by appointment criteria that have no academic justification, any procedures that permit or facilitiate the use of such criteria are unacceptable.

A number of different techniques can be employed, alone or in combination, to reduce the risk of unfair appointment practices. Several of these will be discussed in the paragraphs that follow.

Statements of Criteria

Every university department should establish, by methods approved by the university, explicit criteria or standards to be applied when appointment decisions have to be made. These criteria should cover at least the following matters:

a) the department's overall goals, with special reference to desired areas of specialization within the broader discipline,
b) the expectations of the department for its professors, in terms of teaching load, scholarly activities, and university and community services, and
c) with respect to each particular appointment, the needs of the department in terms of the areas of teaching and research competence involved, the extent of previous experience desirable, and other factors or characteristics to be taken into account when making the appointment in question.

The establishment of such criteria by each department serves many different purposes. In the context of new appointments, it helps to avoid misunderstandings by potential applicants, it offers guidance to those who make appointment decisions, and it provides a standard by which challenged decisions can be reviewed. Without pre-determined criteria it would be easy for those wishing to discriminate for or against a particular candidate to tailor their statement of "needs" so as to include or exclude the candidate in question.

Statements of criteria cannot fulfill their purpose effectively unless they are known by the persons they affect. Criteria for particular appointments should be included in advertisments for the positions in question, and other more general criteria should be made available to all applicants and potential applicants.

It is not sufficient merely to describe the goals and objectives of the department or the purpose of making the particular appointment, although these matters should certainly be stated. Also required is an indication of the factors to be taken into account in determining whether an applicant is likely to contribute to the attainment of the stated goals, and the criteria to be applied in assessing his or her performance if appointed.

It is important that criteria statements be as precise as possible. Undue generalization would destroy their usefulness. To say that "effective teaching" or "*scholarly excellence*" are required, for example, is to say nothing. When describing the level of research competence sought, an indication should be given as to the number, type, and general quality of previous publications that the department would regard as evidence of demonstrated ability. With respect to teaching, the number and type of courses, as well as years of experience and evidence of ability required, should be stipulated.

A measure of flexibility must always be retained, of course. It may happen that no candidate mects the stated qualifications, or one may be found who possesses an unexpected quality that overrides weaknesses with respect to the announced criteria. But to acknowledge the need to deal flexibly with special cases is not to deny the value of establishing general guidelines that are as complete and informative as possible. Even in special cases the justification for unusual treatment is much easier to assess when examined against the background of a standard norm.

Some criteria are unacceptable. This is obvious in the case of such blatantly discriminatory standards as sex, age, race, etc. (except in special situations where affirmative action is found necessary to overcome the effects of past discrimination), but others may be less evident.

The factors of "compatibility" and "collegiality" present special problems in a university setting. A CAUT Guideline already condemns the use of "social or personal compatibility" as a basis for tenure decisions. The justification for this proscription needs no explanation to those familiar with academic life. Although the university environment is commonly congenial in the extreme, new discoveries and intellectual break-throughs frequently come from the "loners" — ungregarious scholars for whom the pursuit of truth entails unaccompanied journeys through sometimes hostile territory. The very qualities of intellect and personality that nourish their creativity may make such people poor socializers. Universities would pay a very high price in terms of lost scholarship if they are willing to retain only "compatible" colleagues. We believe that this reasoning is as applicable to the recruitment of new faculty members as it is to the granting of tenure. In our view, therefore, "compatibility" ought not to be an acceptable appointment criterion.

"Compatibility" and "collegiality" are not necessarily the same qualities. "Collegiality," in the sense of a capacity for intellectual intercourse, can be a valuable attribute in a university professor. It is a quality easily confused with "compatibility," however, and must never be allowed to become a substitute for it. In any event, we are of the opinion that even if "collegiality" is an appropriate factor in matters such as promotion and tenure, it is an unacceptable criterion upon which to base *appointment* decisions. In many, if not most, appointment situations, the majority of applicants will have had insufficient past experience to demonstrate their collegiality with other professors; most of their previous scholarly discourse will have been with their teachers or fellow students, usually in a different institutional setting. Those few applicants who happen to have had past contact with a department could be at an unfair disadvantage if "collegiality" were considered, because any perceived weaknesses in this regard would

contrast with the pristine (and therefore presumed satisfactory) records of their fellow applicants. If, on the other hand, they had demonstrated good collegial qualities, they would have an unfair advantage over other applicants. The proper time to judge the collegiality of new professors is after they have served in the institution for a period of time, and are being assessed for reappointment, promotion, or tenure.

Religion is another factor that presents unusual difficulties. Some universities and colleges are operated or sponsored by sectarian organizations, and there are some who think that such institutions are justified in requiring some or all of their professoriate to be adherents to the religion in question, or, if adherents, to follow the tenets of the faith in their private lives. In our view this is not acceptable. If an institution holds itself out to be a university or part of a university it must be willing to tolerate (indeed, to encourage) all shades of opinion, religious or otherwise, among its faculty. Selection of academic staff on the basis of religious belief or practice is incompatible with academic freedom, and antithetical to the notion of a university. Expertise in a particular religion may well be a legitimate requirement if the study of that religion is part of an institution's program, but religious *belief* or *observance* are entirely unacceptable appointment criteria.

Little purpose would be served by expanding this list of unjustifiable appointment criteria. The foregoing discussion was chiefly intended to emphasize the general principle that no assessment criterion is acceptable which does not advance one or both of the university's twin functions: to discover and to disseminate knowledge, free from all forms of restraint.

Individual or Group Decision-Making?

There was a time in most Canadian universities when appointment decisions were, at the initial stage, made by individuals: department heads or deans. Some of them may have consulted with trusted colleagues before arriving at their conclusions, but the primary responsibility lay with the designated officers. While this is still true in some cases, the democratization of decision-making in many universities has now shifted appointment responsibilities to groups: committees or department councils. These groups are sometimes advisory only, usually to the head of the department. Nevertheless, just as the department head's advice is normally accepted by higher echelons, the group advice is normally determinative also.

Group decision-making concerning appointments has many undoubted advantages. Primary among them is a reduction of the risk that appointments made on the advice of a department head alone would unduly reflect that individual's personal biases and preferences, thereby limiting the breadth of the department's academic vision. Another advantage lies in the discussion and debate that normally characterize group action; such interchanges of ideas increase the likelihood that all relevant factors will be exposed and carefully evaluated before decisions are reached.

There are problems involved in group decision-making, however. The most dangerous of these is the loss of sharply focused responsibility. When an individual must make a decision and take personal responsibility for it, she or he is likely to give full and anxious consideration to all factors thought significant. When someone acts as a member of a committee, there is a greater risk that his or her vote will be based entirely on the factor or factors most important to that person, leaving other relevant factors to be taken into account by other members of the committee. Or, equally undesirable, a committee member may simply decide to "go along" with whatever the majority decides. Group decision-making also makes it easier to base one's vote on improper criteria, because the reasons for collective action are often difficult to trace. Access to information presents further problems; there can be logistical difficulties involved in ensuring that every committee member has access to all relevant data. Even if they receive all the information, committee members may be tempted to avoid the drudgery of reading the material personally, and to assume that it has been adequately examined by their colleagues.

The fact that committee decisions on personal matters are generally "advisory" in nature, but are usually accepted, can aggravate these problems of unfocused responsibility. If committee members failed to give an appointment thorough study because they were confident that the department head would consider it carefully, and the department head neglected to do so in the belief that the matter had been examined by the committee, a conclusion could be reached to which nobody gave sufficient thought.

Both the benefits and the detriments of group decision-making in the university context were recently discussed by one of our committee, Professor Côté, in a commentary on "collegiality" and "peer judgement." Although written for another purpose, some of his remarks are, we believe, pertinent to the question of fair appointment practices in universities:

> "Nous avons vu que la liberté universitaire des professeurs requiert que l'institution à laquelle ils appartiennent jouisse d'une certain autonomie, et que cette autonomie confère à l'institution des droits qui peuvent venir en conflit avec le droit encore plus fondamental des professeurs à la liberté universitaire que, du reste, l'autonomie de l'institution vise à protéger. Ceci est particulièrement vrai en ce qui concerne l'élaboration des programmes d'enseignement, l'évaluation et le financement des projets de recherche et surtout, le choix des professeurs. Dans le but de résoudre au moins partiellement ce conflit en faveur de la liberté universitaire, les universités ont historiquement eu recours à deux pratiques assez typiques au milieu universitaire: la collégialité et le jugement par les pairs.
>
> La collégialité a pris et prend encore plusieurs formes dans les diverses universités. Une première manifestation de cette collégialité consiste à choisir les administrateurs de l'université au sein du corps professoral, le professeur-administrateur étant réputé être, sinon le représentant de ses collègues, au moins représentatif de l'ensemble de ces derniers. Une seconde manifestation consiste dans la consultation tantôt informelle et tantôt formelle des professeurs par les administrateurs. Enfin, cette participation formelle des professeurs au processus administratif s'arrête le plus souvent au niveau consultatif, mais elle rejoint même parfois le niveau décisionnel.
>
> La pratique de la collégialité a évidemment la grande vertu d'éviter que les décisions administratives à incidence académique soient laissées uniquement à des personnes qui, n'ayant pas de racines dans le milieu universitaire, seraient peu ouvertes aux exigences de la liberté universitaire. Mais elle a aussi le défaut d'ouvrir la porte à l'irresponsabilité des décisions, à la poursuite des intérêts de groupe et à la tyrannie idéologique de la majorité, qui ont évidemment des effets assez désastreux sur la liberté universitaire.
>
> Le jugement par les pairs, pour sa part, prend aussi plusieurs sens dans les diverses universités selon que l'on réfère au pairs-collègues de rang égal ou aux pairs-savants de compétence égale, et alors, aux pairs-savants de l'intérieur ou aux pairs-savants de l'extérieur, et encore, aux pairs-savants choisis de l'intérieur ou aux pairs-savants choisis de l'extérieur (v.g. comités de lecture de revues et de maisons d'édition comptés d'évaluation d'organismes scientifiques ou subventionnaires). Il est bien évident que tous ces "pairs" n'ont pas tous le même dégré de compétence et d'objectivité dans tous les cas.
>
> Encore une fois, la pratique de s'en remettre au jugement des pairs a la grande vertu d'assurer que les décisions affectant les activités scientifiques et la carrière du professeur ne soient pas laissées au seul jugement non nécessairement compétent des supérieurs hiérarchiques. Mais elle a aussi le défaut de trop souvent défavoriser ceux-là mêmes que le système devait protéger, à savoir ceux qui n'adhèrent pas à la pensée dominante ou qui n'appartiennent pas à ce qui revient souvent à une sorte de club d'admiration mutuelle sur le plan scientifique."
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> From an (unpublished memorandum to the Human Rights Commission of Quebec).

We acknowledge that both individual and group decision-making have their respective advantages, and that both can be effectively employed in the appointments context. Each department must decide which approach suits its particular needs better, and then take pains to reduce the disadvantages associated with the approach chosen. As a general rule, we suggest that the best solution would be to employ small advisory committees on appointments. Nevertheless, if this or any other group solution is adopted, great care must be taken to ensure that responsibility is not sacrificed to collegiality, and that the procedures adopted by the committee do not operate unfairly. We therefore turn to a discussion of the procedural safeguards that should accompany the establishment of any such committee.

Procedures for Appointment Committees

The chairperson of any appointments committee must take pains to make all relevant information equally available to all members of the committee. This includes making sufficient time available for study of the data, and may also necessitate some nagging on the part of the chairperson to make sure that all members have informed themselves sufficiently.

The problem of ensuring that the committee has similar information about all applicants, so as to enable it to make confident comparisons, will always arise when one of the candidates has already served in a visiting capacity. We think it advisable that visiting professors not normally be allowed to apply for permanent positions.

To take full advantage of the benefits of group decision-making, it is important that full discussion take place in the presence of all committee members. If all relevant factors are not raised and tested under fire in debate, much of the justification for employing the cumbersome and less responsible committee technique will be lost. The use of proxy voting is highly undesirable. To permit anyone to participate in a group decision without exposure to group discussion seriously increases the risk of irresponsibility to which all collective action is prone. A person who registers a proxy vote without considering the views of her or his colleagues is more likely to ignore important factors, or to be influenced by improper ones, than a person who has been exposed to a full discussion of the issues.

Should secret ballots be permitted? The major disadvantage is that secret ballots make irresponsible voting easier. One may vote for any reason, valid or not, secure in the knowledge that, except in the case of a unanimous vote, responsibility for the outcome can never be traced back to him or her. The advantage of the secret ballot is that it permits decisions to be made without intimidation. This advantage could be of great importance to junior participants and others who have reason to fear undesirable ramifications from voting in a particular manner. On balance, we are of the view that despite their disadvantages, secret ballots should be permitted whenever there are members of an appointments committee who feel that open voting would be undesirable. It should be borne in mind, however, that if a secret ballot is employed it will be especially important to provide the other safeguards discussed in this Report to ensure that the device is not abused. In particular, "global" decisions must be avoided by assigning reasons to all votes in the manner to be discussed below.

The composition of appointments committees must remain a matter for particular universities and departments to determine. We believe that if a committee approach is followed there should be an attempt to make the membership as representative of the entire department as possible. On the other hand, as we have already said, there is virtue in keeping the body small.

Perhaps the most difficult question to be faced by a department establishing such a committee is to determine the role, if any, of students. There is a considerable divergence of opinion in Canadian universities as to the desirability of involving students in the appointment process. We are of the view that as a general rule appointments committees should represent all major constituencies within a department, including the students. We acknowledge, however, that there may be valid reasons in particular departments or types of departments for excluding student participation.

Another category of participant about which views differ is the external representative: someone from outside the department, or perhaps from outside the university. Some believe that such a person is unsuitable because she or he may not understand the special needs and problems of the department, and will not have to "live with" the results of the appointment decision. While these shortcomings cannot be denied, it must be remembered that they are compensated for by the intra-departmental experience of the majority of committee members, and that an outsider can contribute unique insights. The presence of an external member can exert an influence to conform to general standards of academic freedom and scholarly excellence understood in other parts of the university or of the academic community at large. Except where it would entail undue inconvenience in particular cases, we recommend the involvement of external assessors on appointment committees.

It is essential that *every* member of an appointments committee, whether faculty or student, senior or junior, internal or external, be given complete access to relevant data and a full opportunity to participate in discussion.

Statements of Reasons

If there is no way of knowing the reason or reasons upon which an appointment decision was based, it is impossible to determine whether allegations of improper discrimination are justified. It is therefore imperative, if the risk of discrimination is to be effectively guarded against, that reasons for appointment decisions be agreed upon, recorded, and communicated to the persons adversely affected. Global decisions are not acceptable.

We know that this conclusion is not likely to receive instant and universal endorsation by the Canadian university community. Various objections to the assignment of reasons are often voiced. It is our view, however, that these objections do not, either individually or cumulatively, outweigh the benefits of offering reasons.

Perhaps the weightiest contrary argument is the assertion that it is sometimes very difficult to determine the real reasons for an appointment decision, particularly when it is made by a group. Surely, however, it is not too much to ask members of an institution dedicated to logical analysis, accurate articulation, and the pursuit of truth, to understand, agree upon, and state the reasons for which they arrive at a conclusion on such a relatively simple question as a faculty appointment. If academics are unable to understand and explain the reasons for their own conduct, there is little hope for success in their historic mission to understand and explain human society and the surrounding universe. If a university has established, as it should, *a priori* criteria applicable to a given appointment, it is only a question of explaining the assessment made of the candidate in each relevant category.

The problem becomes more difficult in a group setting, since various members of the group may arrive at identical conclusions for different reasons. The problem is not insuperable, however. The best way to deal with it is to require the committee to agree on the reasons that motivate the majority. Even if that should prove to be difficult, a separate indication by each member of the criteria thought by that member to be relevant, and the relative weights attached, would likely provide enough information to guard against the threat of undue discrimination.

It is sometimes said that committee members who are forced to offer reasons will put forward dishonest ones in order to conceal their real thinking. We do not think that we are naive in believing that only a small segment of the Canadian professoriate would be capable of such outright dishonesty.

Some who oppose the expression of reasons for personnel decisions do so out of fear of legal liability for libel or slander. A statement by two experts on the law of libel and slander, published in the 1973 edition of the *CAUT Bulletin Handbook*, p. 72, provides assurance that this need not be a major fear; the law permits honest statements of reasons for decisions to be given to the persons affected.

It is also objected that if reasons must be given to every unsuccessful candidate for an appointment, the time and inconvenience involved would be excessive. "Suppose fifty people apply for a job?" One way of reducing the size of the problem would be to restrict the duty of giving reasons to those candidates who are "short-listed," and are brought to the university for interviews. The difficulty with this approach would be that the initial screening process by which the "short-list" was formulated might in itself have been discriminatory. We are of the opinion that it would in most cases be feasible to provide some meaningful expression of reasons for rejection, even to the persons first excluded from contention, although we acknowledge that the reasons given to the latter group may have to be somewhat more general than those given to short-listed candidates.

Proof that it is possible and practicable to agree upon and communicate reasons for decisions of this type can be found in the procedures of many Canadian universities requiring reasons to be given to disappointed applicants for promotion or tenure. These procedures have been generally successful, and we are confident that they can be extended to the appointments context without undue difficulty.

As indicated above, the reasons given should be related to the criteria established in advance and announced to the candidates. Any deviation from the announced criteria should be fully explained. In our view, no deviation is justifiable which would result in a basically different type of appointment than the one announced. All deviations should be for the purpose of better meeting the previously established goals.

It is important that the obligation to give reasons be respected as much in spirit as in form. Uninformative reasons such as: "X was better suited for the position," or "we didn't think that you would fit into our department," or "reasons of a personal and confidential nature caused us to deviate from our announced standards and to offer the position to X," are no better than silence.

Reasons agreed upon by a committee or by an individual decision-maker should be communicated to the individuals affected as rapidly as possible. By this we mean that the individuals affected should receive the information at the same time that it is passed on to the higher level of authority. If communication is delayed until the decision has been ratified at the highest level within the university, positions will have solidified, appropriate remedial action will be more difficult to obtain, and valuable time will have been lost.

Where a university fails to give reasons to rejected candidates, and the known facts support a reasonable inference that improper factors may have influenced the decision, the university should bear the responsibility of proving that improper factors were not decisive. The reason for this is that the university has exclusive access to the facts relating to such decisions, and if the onus of proof were left with the individual in these circumstances there would be no effective way of assessing allegations of bias or impropriety in the appointment process. Both fairness and efficiency require that if the finger of reasonable suspicion points to a public institution having sole access to the relevant facts, that institution should explain its actions. While this may seem a heavy burden to place on a university's shoulders, it is one that can be avoided by always agreeing upon reasons in the first place, and communicating them to each candidate.

Even the law recognizes that in certain situations the normal rule that "he who asserts must prove" operates unfairly. In such circumstances the law often permits the burden of proof to be lifted from the shoulders of complainants. There is a legal principle, (expressed in the Latin maxim *"Res ipsa loquitur"* — "The thing speaks for itself") to the effect that where a situation entirely under the defendant's control leads to injury of the complainant in circumstances where such injury would not nor-

mally occur without negligence by the defendant, a presumption of negligence arises unless the defendant can provide a reasonable non-negligent explanation for the accident. There is nothing arcane or exclusively legal about this principle; it is a matter of simple justice that those who have exclusive access to information about a mishap should be called upon to disprove their wrongdoing if reasonable inference points the finger of suspicion in their direction.

Similar considerations of fairness ought, *a fortiori*, to govern situations where the strictures of law are not directly applicable. The principle of fair play that underlies "*Res ipsa loquitur,*" and similar legal concepts, has an even stronger claim to recognition outside the legal arena. And where ought fair play to be more scrupulously observed than in our universities?

Review Procedures

Even perfect procedures cannot guarantee the avoidance of improper discrimination in every case. If a university is serious about guarding against discrimination, it must provide some form of review procedure to deal with complaints of discrimination in the appointment process. Indeed, without the possibility of review the value of a requirement to give reasons would be severely diminished.

It is true that in some provinces it would be possible for a dissatisfied applicant to take a complaint to the provincial Human Rights Commission. In our view, however, this possible recourse is not a satisfactory substitute for a review procedure within the academic sphere. The criteria applicable by the strict letter of law governing Human Rights Commissions are considerably narrower than those recognized by academic tradition. Moreover, the groves of academe may seem impenetrable forests to those who are not familiar with their paths. For both these reasons it is generally desirable where possible to resolve academic disputes within the academic community rather than to bring the blunter instruments of law into play. This is not to say that academics should be denied access to the legal rights of all citizens under human rights legislation. The point is that where academic rights are involved academic remedies are preferable to legal recourse.

There are several types of procedures possible for reviewing appointment decisions within the university setting.

First, there is usually a "chain of command" recourse available. As a rule, decisions by committees or department heads or deans are advisory only, with ultimate authority residing in some higher officer or body. If the higher authority exercises *real* review, as opposed to the automatic rubberstamping of "advice" that is common in these situations, and if the persons adversely affected by the "advice" are notified in time to make effective representations to the higher authority, this might be an effective review mechanism. However, in the typical situation there is neither adequate notice nor sufficient depth of consideration by the higher authority to constitute a proper review. In any event, no "chain of command" review is likely to *appear* sufficiently impartial to convince critics or outside observers that its decisions are objectively reached.

Another method commonly employed in Canadian universities is to ask the individual or committee that gave the original advice to reconsider the matter in light of whatever new information an adversely affected party is able to bring forward. Human nature being what it is, this type of review rarely results in an alteration of the original advice. Most of us are defensive about decisions we have made, and if called upon to review them we will simply find further reasons for confirming the original conclusion. This method is not recommended.

It might be necessary, therefore, to make provision for a distinct review committee to handle complaints. While this may seem cumbersome, it is common enough in Canadian universities to employ review committees to examine challenges to adverse decisions concerning tenure or promotion. Extending the mandate of such review committees to include complaints of undue discrimination in appointments would not involve an unwarranted expansion of university bureaucracies. External assistance might well be sought in the establishment of review committees. Several different types of arrangement would be possible, but one commendable arrangement would be a review committee (perhaps with jurisdiction over tenure and promotion disputes as well) jointly established and appointed by CAUT and the university in question. Such committees could be established on either a standing or an *ad hoc* basis.

Whatever the nature of the review mechanism established, two points must be emphasized. First, the review body must have the power to consider the *merits* of the dispute (i.e. whether there was or was not discrimination), and not just whether the *procedures* governing appointments have been followed to the letter. Second, as has been emphasized above, parties affected must be given the reasons for decisions promptly, in order to allow them adequate time to prepare their appeals.

CAUT INTERVENTION (Item 2)

We have been asked to suggest guidelines for determining when it would be appropriate for CAUT to intervene in situations of alleged discrimination in appointment decisions. Ideally, of course, it would be preferable if CAUT did *not* become involved in such matters, except by way of general suggestions concerning fair appointment practices such as those discussed in the preceding section, or to co-operate with a university in the establishment of an appropriate committee to investigate particular allegations. Unfortunately, situations in which CAUT is called upon to become directly and unilaterally involved, are likely to recur from time to time in the future. It is to these situations that we now address ourselves.

The first point to be made is that "intervention" by CAUT can take many forms, and that the circumstances in which each may be appropriate vary considerably.

It should not take more than a complaint by a rejected applicant, whether or not a member of a CAUT affiliate, to justify CAUT staff, or the chairperson of the AF & T Committee, making appropriate inquiries about the matter, and subsequently offering suggestions for a resolution of the dispute. If the complaint appears frivolous or vexatious to CAUT officials they should, of course, decline to act.

If the dispute is not resolved, and CAUT is pressed to take further steps, the next appropriate form of intervention would appear to be the establishment of an Inquiry Committee like the present one. Because the establishment of an Inquiry Committee by CAUT is a serious and sometimes costly step which can, moreover, jeopardize good relations between CAUT and the university in question, it should not be taken unless there appears to be strong justification for doing so.

It has been suggested to us by more than one person that an Inquiry Committee should not be authorized unless the complainant has established a *prima facie* case in support of her or his allegations. We believe that this goes too far. To establish a *prima facie* case, it is necessary to *prove* facts which, if not negated by contrary evidence, would be sufficient to establish the claim. That would mean in effect that there would have to be an inquiry held in order to establish whether there should be an inquiry. This does not make sense.

In our opinion, CAUT should be prepared to act if an unsuccessful applicant for an academic appointment at a Canadian university complains to CAUT that the non-appointment was the result of improper discrimination, and if it appears that;

a) the charge is not frivolous,
b) the charge, while not necessarily proven, is supported by some significant corroborative evidence pointing to at least a plausible suspicion of impropriety, and
c) there is no reasonable likelihood that the dispute will be satisfactorily resolved without the establishment of a CAUT Inquiry Committee.

If the AF & T Committee, or some other appropriate CAUT authority, is persuaded that these circumstances all prevail, it should establish or recommend the establishment of an Inquiry Committee.

It should be stressed that this step should be taken only if the person or persons adversely affected by the disputed appointment decision agree that an Inquiry Committee should be set up. "Busybody" complaints by unaffected persons without the consent of those who are adversely affected should not be pursued by CAUT.

There is no need to discuss the steps that might be taken by CAUT subsequent to the completion of an inquiry, since regular CAUT procedures on such matters are already well established.

CAUT GUIDELINES (Item 3)

Item three of our terms of reference asks us to "recommend additions or amendments to CAUT guidelines to ensure fair hiring procedures in the universities."

Existing CAUT guidelines shed relatively little illumination on appointment problems because, as noted earlier, CAUT has concerned itself primarily until recently with the welfare of those already ensconced within a university. There are a few references to appointments in the guidelines however. The *Policy Statement on Academic Appointments and Tenure* (as revised May 1978), which outlines CAUT's commitment to the protection of academic freedom, includes as one of its concerns "the establishing of safeguards on...appointments" (Preamble — s.3), and asserts "the right of appointment...regardless of race, sex, religion or politics" (Preamble — s.2). The *Guidelines on Canadianization and the University* (as revised 1977), indicate that while CAUT "is opposed to the use of the authority of government and legislatures to enforce or encourage rules concerning methods of appointments within universities," such opposition is contingent upon effective steps being taken by universities themselves to ensure that "qualified Canadians be given the opportunity for employment at Canadian universities." To that end, the Guidelines set out a number of procedures which it would be desirable for Canadian universities to adopt. *The Policy Statement on the Advertising of Academic Posts in Canadian Universities* also applies to appointment procedures. In the *Guidelines Concerning the Refusal of Academic Appointment on the Basis of Family Relationship Rather Than Merit*, the establishment of democratically chosen appointment committees and review bodies is approved (section 4(b)) and the principle that "appointments in the university should be open to all on the basis of merit" is affirmed (section 3). The most closely relevant CAUT Guideline is the *Guideline on Initial Appointments*, approved by the Collective Bargaining Committee and the AF & T Committee in 1980. It deals with a few of the matters embraced by this Report, but does not cover the majority of them, and is in some ways inconsistent with our proposals.

Because these provisions do not adequately cover most of the problems addressed in this Report, we propose the adoption by CAUT of a new set of guidelines incorporating our major general recommendations. A suggested draft of *Guidelines Concerning Fair Appointment Practices in Canadian Universities* will be found in Appendix A below.

If the proposed new Guidelines were adopted, it would be advisable, for the sake of consistency, to amend certain existing guidelines and policy statements. These consequential amendments will be discussed next.

The reference in section 2 of the Preamble to the *Policy Statement on Academic Appointments and Tenure* to appointment "regardless of race, sex, religion or politics" is unduly narrow. It is much narrower than our proposed Guideline, which would prohibit discrimination on any non-academic ground. It also contrasts sharply with the very lengthy list of prohibited grounds of discrimination contained in CAUT's *Model Clause on Non-Discrimination* (1977). The latter document, on the other hand, does not strictly apply to new appointments. We recommend that the *Policy Statement* be altered by substituting "without discrimination on any non-academic ground" for the words quoted above. (It should be noted that as the statement now stands this amendment would also broaden the non-discrimination rights of students.) We also recommend that the *Model Clause on Non-Discrimination* be amended by adding the words "or any other non-academic criterion" to the end of the first sentence. It would also be desirable to amend the *Model Clause* to apply to "any applicant for academic appointment" as well as to "any employee," even though it is unlikely that the clause could legally be enforced for the benefit of anyone who was not a member of the bargaining unit.

The statement entitled *Written Reasons and the Risk of Libel Actions* published in the 1973 *CAUT Handbook* refers in its first paragraph to the value of giving reasons for refusal of tenure, denial of promotion or salary increase, and contract termination or non-renewal. If CAUT continues to approve that statement, and also agrees with the new appointment guidelines we propose, this list should be extended, by amendment or cross-reference, to denial of new appointments.

CAUT's *Policy Statement on Equal Opportunity for Women Faculty Members* (1981) appears to apply only to "women who are appointed," and not to discrimination in the appointment process itself. This *Policy Statement* should either be expanded to cover appointment discrimination or accompanied by a cross-reference to the broader statement of rights contained in our proposed new Guideline.

The approval stated for democratically chosen appointment and review committees in the *Family Relationships Guidelines* should also be accompanied by a cross-reference to the section of the proposed new Guideline which expresses our concern for the risk of irresponsibility involved in group or shared decision-making.

The *Guidelines on Initial Appointments* should probably be amalgamated with the guidelines proposed herein for the sake of consistency and ease of reference. We have not attempted to do so, however, because there appear to be a few policy differences between the two documents. The existing statement (para. 5), for example, calls for all appointment criteria to be applied from the outset, whereas we have suggested that "collegiality" is not suitable at the appointment stage. Similarly, the present statement does not seem to share our concerns about collective decision-making. These matters will have to be resolved before the statements can be satisfactorily combined.

If, as we are informed, a guideline or policy statement on Affirmative Action is in preparation, it will be necessary to ensure that the references to affirmative action in our proposed guidelines are compatible with the new statement.

APPENDIX A — PROPOSED CAUT GUIDELINES CONCERNING FAIR APPOINTMENT PRACTICES IN CANADIAN UNIVERSITIES

Discrimination on non-academic grounds in the making of academic appointments to universities tends to restrict the range of intellectual and ideological resources available within the institutions affected, thereby endangering the academic freedom without which no institution can properly claim to be a university. This threat comes not only from the various forms of discrimination — racial, religious, sexual, and so on — that are proscribed by law in most jurisdictions, but also, perhaps chiefly, from more subtle and insidious forms of prejudice which legal norms are incapable of controlling.

It is therefore important that, in addition to complying with every requirement of the law aimed at the elimination of discrimination, universities establish special procedures to ensure that academic appointments at all levels are made on the basis of valid academic criteria. This is not to deny the legitimacy of affirmative action programs designed to favour members of groups that have been historically under-represented on the faculties of Canadian universities. *Such measures are intended to remedy the* consequences of discriminatory practices and circumstances in the past, and they are to be welcomed if they comply with law and with guidelines of CAUT and other appropriate organizations.

The following guidelines contain CAUT's recommendations for procedures to be established by Canadian universities, together with a description of the circumstances calling for CAUT intervention in cases of alleged discrimination in academic appointments. They are published with the understanding that it is their spirit rather than their precise expression that is important, diversity of approach being a welcome concomitant of academic freedom.

Statements of Criteria

1. Every university department should establish, by methods approved by the university, *a priori* criteria for academic appointments, including at least:
   (a) the department's overall goals, with special reference to desired areas of specialization within the broader discipline,
   (b) the expectations of the department for its professors, in terms of teaching load, scholarly activities, and university and community service, and
   (c) with respect to each particular appointment, the needs of the department in terms of the areas of teaching and research competence involved, the extent of previous experience desirable, and other factors or characteristics to be taken into account when making the appointment in question.
2. Such criteria should be as precise as possible, and should be made available in advance to all applicants for appointments.
3. No criterion is valid which does not serve one or both of the university's twin goals: the search for knowledge and its dissemination. In particular, it is unacceptable to take account of compatibility, collegiality, religious belief or religious practice, in university appointment criteria. Approved affirmative action programs favouring members of historically under-represented groups should be regarded as serving the university's goals.

Responsibility for Appointment Decisions

4. Every university department should establish, by methods approved by the university, procedures for making academic appointments which clearly delineate the respective functions and responsibilities of all those designated to take part in the appointment process.
5. While the responsibility for academic appointments may appropriately be exercised by either individuals or committees, or by a combination of both, group or shared decision-making carries a risk of irresponsibility. Many of the procedural safeguards recommended in these guidelines are intended to provide protection against that risk.

Procedures for Appointments Committees

6. Where appointments committees are established, it is

desirable, in the interest of both efficiency and responsibility, that they be relatively small. Nevertheless, unless there are compelling reasons to the contrary, such committees should represent all major constituencies within the department, including the students, and should also have representation from outside the department or the university.

7. Chairpersons of appointments committees should ensure that all members have equal access to all relevant data, as well as adequate opportunity to study it. They should also strive to ensure that full and frank discussion of all relevant issues takes plaee during committee meetings.
8. Proxy voting should not be permitted in appointments committees.
9. Secret balloting should be permitted whenever there are members of an appointments committee who feel that open voting would be undesirable.

Statements of Reasons

10. The reasons for appointment decisions or advice should be agreed upon (voted upon in the case of committees), recorded, and communicated to the persons adversely affected immediately upon communication of the decisions or advice to higher authority within the university.
11. Reasons given must be precise and related to the previously announced criteria. Any deviations from the criteria must be explained, and must be related to the general goals previously announced.
12. Where reasons for denying an appointment are not given to an unsuccessful candidate, and known facts raise a reasonable inference that improper factors influenced the appointment decision, the university should bear the responsibility of proving that improper factors were not decisive.

Review Procedures

13. The university should provide, in addition to regular "chain of command" confirmation, a fair procedure for reviewing disputed appointment decisions.
14. Re-consideration of disputed decisions by the committee or officers responsible for the original decisions or advice is not a satisfactory review procedure.
15. A review committee, either standing or *ad hoc*, jointly established by CAUT and the university in question, would be a satisfactory review procedure. Such a committee might also be authorized to review disputed decisions relating to tenure and/or promotion.
16. A satisfactory review mechanism must permit examination of both the procedures employed to reach the disputed decision, and the validity of any allegations that improper factors influenced the decision.

CAUT Intervention

17. Whenever an unsuccessful applicant for an academic appointment at a Canadian university complains that her or his non-appointment was the result of improper discrimination, and the complaint does not appear frivolous or vexatious on its face, CAUT officials may make such informal inquiries about the matter as they deem advisable, and may make such suggestions for a resolution of the dispute as they deem appropriate.
18. If such a dispute remains unresolved, the AF & T Committee, or some other duly authorized body or officer of CAUT, may establish a CAUT Inquiry Committee to investigate the matter in accordance with CAUT procedures, if, after due inquiry, it appears that:
    (a) the charge is not frivolous;
    (b) the charge, while not necessarily proven, is supported by some significant corroborative evidence pointing to at least a plausible suspicion of impropriety; and
    (c) there appears to be no reasonable likelihood that the dispute will be satisfactorily resolved without the establishment of a CAUT Inquiry Committee.
19. Subsequent intervention or action by CAUT should be governed by established CAUT guidelines and procedures.

PART II
THE MANDEL MATTER

Item four of our terms of reference requested us to examine the circumstances surrounding the decision by McGill's Department of Political Science not to appoint Dr. David Mandel to a position for which he had been recommended by the Department's Appointments Committee, to report on whether the decision and the procedures used to reach it were "inadequate in any way" and "resulted in unfairness to Dr. Mandel," and, if so, to "suggest an appropriate remedy." We carried out this mandate in light of the general ideas we were developing concerning fair university appointment practices, which we have reported in Part I.

THE BACKGROUND

Dr. Mandel is, by all accounts, an outstanding young Canadian professor of political science. He specializes in Soviet and Eastern European political systems. He is fluent in English, French, and Russian. We are neither authorized nor qualified to evaluate his scholarship. We could not avoid being impressed, however, by the uniformity of the opinions expressed by his former colleagues — including several who dispute his allegations of bias and impropriety — to the effect that his scholarly accomplishments are remarkable for one at his early career stage.

Dr. Mandel accepted a one-year visiting professorship in the McGill Political Science Department for the 1979-80 academic session. He taught four courses during that session. It is undisputed that he worked extremely hard on the presentation of those courses, and reports are in almost unanimous agreement that, in spite of a basically shy nature, he was an effective teacher. One colleague reported hearing some student criticism of his teaching, but all the other information we received was favourable. Dr. Mandel's research and writing continued at a commendable pace during that year. He does not seem to have been given any significant administrative assignments during the year, probably because of the visiting nature of his appointment and the weight of his teaching and research undertakings.

During that academic session, a new permanent appointment within Dr. Mandel's area of specialty became available in the Department. The position was advertised in *University Affairs*. Dr. Mandel applied for the position, along with twenty-one other applicants.

The applications were all examined by a departmental Appointments Committee, consisting of the Department Head, five other professors, and two students. The Committee produced a "short list" of the five most promising applicants. Dr. Mandel was among the five. The short-listed applicants were all asked to present seminars within the Department, and to submit letters of reference, and examples of their scholarship. The Appointments Committee then met, and decided, by a vote of five to three after considerable debate, to recommend Dr. Mandel for the position.

The procedures of the Political Science Department at McGill required such recommendations to have the approval of the Department at large before being passed on to the Department Head and senior administration. The right to participate and vote at Department meetings was accorded to all faculty members in the Department, and to sufficient student representatives to constitute one-third of the total membership. Student participation in both Department meetings and committees such as the Appointments Committee was the result of an agreement settling a student strike several years ago. It is disapproved by a number of faculty members. This attitude may partly explain subsequent events.

Prior to the Department meeting on April 29, 1980, at which approval of the Mandel appointment was sought, there was much informal discussion about the recommendation among faculty members of the Department. The extent of these discussions was, no doubt, influenced by the divided nature of the Appointments Committee's recommendation, together with the widely held belief within the Department that the position in question might be the last new one available for some time to come. Most of the Department faculty members with whom we spoke agreed that they and most of their colleagues had made up their minds how to vote before the actual meeting was held.

At the Department meeting the Department Head, who was also chairperson of the Appointments Committee, reported the Committee's recommendation of Dr. Mandel. Except for noting that it was a divided recommendation, he said little else, either to support or to oppose the recommendation. The discussion that followed appears to have been brief — almost perfunctory. Student representatives present at the meeting found this surprising, given the importance of the appointment and the division of opinion among members of the Appointments Committee. To the faculty members present, who knew that faculty opinion had already jelled, it was not so surprising.

When the vote was taken, by secret ballot, the Committee's recommendation was defeated, and the Committee was requested to reconvene and to decide upon a second recommendation. Departmental procedures permit proxy votes to be registered, and one or more proxy votes by members of the faculty were involved on this occasion. We were not able to ascertain whether the proxy vote or votes could have affected the outcome.

When the Appointments Committee reassembled, it found itself divided four to four on whether to change its recommendation. The chairperson was asked whether it would be permissible to recommend Dr. Mandel a second time. He ruled that it would be possible, and the Committee agreed to do so. The recollection of one member of the Committee is that an alternative recommendation was also to be reported, but only after the Mandel recommendation was reiterated. We were not able to determine the accuracy of this recollection.

When the Mandel recommendation was reported to the Department meeting a second time, there was an objection from the floor on the ground that departmental procedures did not permit a rejected recommendation to be reintroduced. The chairperson agreed with the objection, and ruled that he had been mistaken in advising the Committee to the contrary. That ruling was challenged from the floor, but was upheld by a vote of the meeting. The Appointments Committee consequently retired again, and eventually returned with an alternative recommendation — its original second choice. This recommendation was approved by a majority vote of the Department meeting. It was also subsequently approved by the Department Head and senior administration, and the person recommended was appointed to the position.

Dr. Mandel's complaints about the circumstances surrounding the rejection of his application can be divided into three groups:

1. Alleged non-observance of "Canadianization" requirements: Failure to follow the CAUT *Guidelines on Canadianization and the University*.
2. Alleged procedural defects:
   - predetermination of the question by faculty members prior to the Department meeting;
   - insufficient discussion of his qualifications at the Department meeting;
   - discussion by the Department meeting of the qualifications of the second choice candidate while the recommendation of Dr. Mandel was still before the meeting, contrary to normal departmental procedure, and to the procedure followed in discussion of two temporary appointments approved at the same meeting;
   - the use of proxy votes;
   - the chairperson's vacillation on the question of whether Dr. Mandel could be recommended a second time;
   - inadequate access by Department members to confidential material concerning the candidates, only Committee members being permitted to see confidential material; and
   - failure to give Dr. Mandel valid reasons for rejecting the Committee's recommendation.
3. Alleged political bias: against Dr. Mandel's Marxist orientation, his opposition to the policies of the current Israeli Government, and his active support of the maintenance staff strike at McGill in 1980.

We were not restricted by our terms of reference to consideration of matters raised by Dr. Mandel; our mandate was "to examine the circumstances surrounding the decision of the Department," and to advise "whether the procedures used and the decision resulting...were inadequate in any way." We have accordingly felt free to go beyond Dr. Mandel's specific allegations when examining the adequacy of the decision not to appoint him.

OUR INQUIRY — PRELIMINARY STEPS

When appointed, we were supplied by Dr. Sim of CAUT with copies of all significant correspondence and other documentation concerning the Mandel matter from the CAUT files. Our first step was to read this rather voluminous material. We then met and decided upon a general approach to our task. Our next step was to arrange appropriate dates for a visit to the McGill campus, and to write to all those whose interest in the matter was disclosed by the material provided, inviting them to meet with us during our visit to Montreal, or to contact us in any other way they preferred. In these letters we attempted to explain the nature of our task as fully as possible. Copies of our terms of reference and of the CAUT guidelines under which the inquiry was to be conducted were enclosed in each letter.

Even fuller explanations were provided in letters to Principal David Johnston, Dr. Mandel, the professor who was eventually appointed to the position, and the McGill Association of University Teachers. In addition, a general notice of our meetings was published in the McGill University newspaper inviting anyone who had not otherwise been contacted but who wished to speak to us about the matter to meet with us.

MAUT co-operated with us to the extent of making the necessary meeting arrangements, placing the general notice mentioned above, contacting some of the participants in the dispute, and arranging a time-table for our meetings.

Because Dr. Mandel had lodged a complaint of political bias in the same matter with the Quebec Human Rights Commission, the University took the position that the question was *sub judice*, and that it would therefore be inappropriate for us to proceed with our inquiry. Our view (with which Principal Johnston eventually agreed at our meeting with him) was that the matter was not *sub judice*, since nothing resembling an adjudication process had then been commenced. We were also of the view that it would not be either illegal or improper for us to proceed as we planned, and that nothing we did would prejudice the work of the Human Rights Commission. As we saw it, our mandate was very different from that of the Human Rights Commission in that: (a) we were to inquire into matters, such as "Canadianization" and alleged procedural defects, with which the Commission has no concern, and (b) even with respect to the charge of political bias, our task was to determine not whether the *law* had been broken, but whether *principles of academic freedom* generally understood in the Canadian academic community had been offended. In order to make assurance doubly sure, we wrote to the Human Rights Commission of Quebec explaining our mission in full, setting out our belief that our inquiry would not interfere in any way with the Human Rights Commission investigation, and asking the Commission to inform us if it held a different view. The Commission did not inform us of any objection or difference of opinion. We accordingly concluded that it would be proper for us to proceed as planned.

RECEPTION AT McGILL

The reception accorded our visit to McGill University was civil but frosty.

Principal Johnston agreed to meet us, but only "under protest" and "as a matter of courtesy." The letter in which he informed us of that fact also indicated a belief that we had already determined the existence of *"prima facie* evidence of infringement of the academic freedom of Dr. Mandel." Our reply to him attempted to clear up that misconception, and to assure him that we had predetermined nothing other than the fact that serious charges had been made.

Dr. Johnston's letter also expressed "sympathy" with the objections raised to our visit in a remarkable letter sent to the chairperson of our committee by Dean M.P. Maxwell. Space precludes full discussion of Dean Maxwell's astonishing accusations and our attempt to reply to them, but two points should be emphasized, since they, together with the belief that we had already made up our minds, seem to have been common misconceptions.

The first was the impression that we constituted some kind of adjudicative body. We tried in our initial explanations to make it clear that we had no authority other than a request by the CAUT Board to speak with those who were willing to talk to us, to discuss the matters among ourselves, and to report on them to the body that appointed us. In addition to the explanation provided in our reply to Dean Maxwell, we took pains while at McGill to stress at the beginning of our meeting with each person interviewed that we had absolutely no adjudicative power.

Another of the serious misunderstandings evidenced by Dean Maxwell's letter was the belief that we saw ourselves charged with the task of determining who should have received the appointment in question. As was quite rightly pointed out by Dean Maxwell, we have neither the qualifications to make such a judgement nor access to all the information necessary to do so. We were not asked to perform such a role, we did not indicate that we would be willing to do so, and we went to considerable lengths to explain, as patiently as the circumstances would permit, that those who insisted on attributing such a role to us were mistaken.

Dean Maxwell subsequently wrote to members of the Political Science Department offering the services of the University's solicitor to anyone wishing "legal advice in connection with this committee," and also making the lawyer and "a court stenographer" available when meeting with our committee. Apparently unimpressed by our repeated disavowals of adjudicative authority, Dean Maxwell was determined to clothe us with a judicial aura.

On our arrival at McGill we learned of a letter written by the President of MAUT to each person who had indicated a desire to meet us (including some who were not MAUT members). That letter began by asserting that "MAUT has not found evidence to suggest impropriety in the procedures surrounding the decision of the Political Science Department not to offer a new appointment to Dr. Mandel..." While this statement was literally correct, it could be read as carrying the implication that MAUT had investigated the matter, and had arrivcd at a conclusion contrary to Dr. Mandel's allegations. MAUT had not in fact investigated

the matter fully. Much more disturbing was the statement, after offering to provide advice as to rights and obligations with regard to discussions with our committee, that:

"We also recognize that committees of this kind may exert, or seem to exert, their own kind of tyranny."

Inasmuch as MAUT had agreed to co-operate with our committee in regard to the arrangements for our visit to McGill, we were disappointed to learn of the President's letter upon our arrival at McGill. It is probable that this unfortunate letter did much to undo our preliminary efforts to relieve anxiety based on misconceptions of our function.

Another officer of MAUT, whose identity we were asked not to reveal, approached us and offered the opinion that our inquiry was suspect because its establishment had in his opinion been promoted by an opponent of departmental democracy at McGill. We responded by telling the individual that we knew nothing about these allegations, but that it was difficult to imagine how the CAUT Board could be manipulated in the manner alleged, and that, in any event, the complaints we were looking into originated with Dr. Mandel, who did not appear to us to be acting from ulterior motives. Another impression we received was that one source of the resentment to our appointment was the fact that Dr. Mandel was a member of a rival organization, the McGill Faculty Union, and that his allegations have received much support from officers and members of the latter organization. Several who spoke to us referred to the bitterness of relations between the two organizations.

We think it important to record our disappointment with the attitude displayed by McGill University, its officers, and some of its academic staff, toward a sincere attempt by three independent academics on behalf of Canada's largest organization of university teachers to make inquiries about serious allegations of interference with academic freedom. It must be remembered that our inquiry was not launched until after the University, in spite of urging by CAUT, had refused to make Dr. Mandel's charges the subject of an impartial academic inquiry. McGill University is one of Canada's oldest and most celebrated institutions of higher learning. We have no doubt that its faculty and officers unanimously espouse the principle that scholarly work should involve the open and fearless pursuit of truth. To find some of them denying the appropriateness of that principle when applied to an inquiry into the propriety of their own administrative actions is deeply disturbing. Apart from all other considerations, one would think that individuals of the competence of the administrators and scholars involved would be wise enough to realize that such an attitude may convey the impression to outsiders that McGill has something to hide.

It must be acknowledged, however, that a large percentage of those involved in the Mandel matter did agree to meet with us, some in the company of the University's solicitor and court reporter, and some on their own. Altogether, we spoke to twenty-four individuals. These included the Principal, the Dean, and Department Head who dealt with Mandel's application, and the current Department Head. Twelve of the fifteen members of the Political Science Department spoke to us, including all six faculty members of the Appointments Committee concerned. From the point of view of their attitude toward Dr. Mandel's allegations, the persons we met represented a full spectrum. Most appeared frank and co-operative, and we wish to record our gratitude to all those we met for their assistance, and for the patience they displayed when our interviews ran behind schedule. We are particularly appreciative of the generous and sympathetic assistance offered by the professor who was appointed to the position Dr. Mandel sought. Her helpful and professional attitude contrasted with the general mood of resentment and suspicion we encountered at McGill. We heard several testaments to the quality of her scholarship and to her value as a colleague. Judging from our brief but useful contact with her, we find these assessments easy to believe.

The one constituency from which we had poor representation was the students. We interviewed only one student who participated in the Department meeting in question. This regrettable gap in the story is no doubt due in part to the time that has passed since the events in question. It may also be partly attributable to the fact that MAUT did not carry out our request to contact everyone on a list of potential interviewees, including students, we had compiled from the correspondence. We have been able, fortunately, to make up to some extent for the lack of student opinion by consulting letters that were written at the time by student representatives present at meetings of both the Appointments Committee and the Department.

ALLEGED INADEQUACIES OF PROCEDURES AND DECISION

1. "Canadianization"

Dr. Mandel is a Canadian; the person appointed is not.

Although McGill University appears to have satisfied both federal and provincial authorities that it complied in this case with the minimum requirements of the law, it did not comply with CAUT's *Guidelines on Canadianization and the University*.

The CAUT Guidelines, adopted in 1977, indicate that while CAUT "is opposed to the use of the authority of government and legislatures to enforce or encourage rules concerning methods of appointments within universities," such opposition is contingent upon effective steps being taken by universities themselves to ensure that "qualified Canadians be given the opportunity for employment at Canadian universities." To that end, the Guidelines set out a number of procedures which it would be desirable for Canadian universities to adopt. The two provisions most relevant to the Mandel situation are:

> "4. Each university with a bicameral system of government should establish a university-wide appointments committee where one does not already exist... The department seeking to make an appointment of a non-Canadian should be charged with making the case for the appointment to the satisfaction of this body.
>
> 6. The appointment should be offered to the best qualified Canadian who meets the stated requirements, unless the university-wide review committee, or if it does not exist, the senior academic body, is persuaded that the appointment in the case of a non-Canadian is justified."

Neither of these guidelines was followed in the Mandel case. McGill University has declined to establish the "university-wide appointments review committee" proposed by guideline 4, and no attempt was made in the Mandel case to persuade the senior academic body that the appointment of a non-Canadian was justified. There cannot be any doubt, therefore, that the first of Dr. Mandel's charges is correct: McGill University did not comply with the CAUT *Guidelines on Canadianization and the University*.

Moreover, quite apart from the text of the CAUT Guidelines, there does not appear to have been any significant consideration of the "Canadianization" issue at any decisive stage in connection with the determination not to appoint Dr. Mandel. There was some discussion of the issue by the departmental Appointments Committee, though even that discussion seems to have been desultory. The issue was not discussed at the Department meeting that rejected the Committee's first recommendation, and there was no indication from the discussions we had with members of the Department and with senior administrators that the question was ever given serious consideration by them in arriving at their respective decisions.

Subsequently, at the suggestion of CAUT, McGill University has given consideration to the "Canadianization" question, and has now adopted a new position based upon recommendations of MAUT. The new policy concentrates on the advertising stage of the selection process, effectively implementing the CAUT guideline (#3) on that subject. However, it still fails to accept the CAUT Guidelines, quoted above, that were ignored in the Mandel case. There appears, therefore, to be a firm and conscious rejection on the part of McGill University of these two crucial elements of the CAUT Canadianization Guidelines.

2. Alleged Procedural Defects

The appointment procedures followed by the McGill Department of Political Science (which differ in some respects from those followed by other departments at the same university) are, briefly, as follows. An Appointments Committee is established consisting of the Department Head (as chairperson), five other faculty members from the Department, and two students. Committee members are given access to all information submitted in support of every application for each position available. The Committee then discusses the applications and reduces them to a short list of the four or five most promising prospects. Each applicant on the short list is invited to present a seminar attended by members of the Committee and all other interested members of the Department. The Committee then discusses the relative merits of the various candidates and decides upon one to recommend to the Department. Only one person may be recommended for each position available. The Committee's recommendation is then presented to a general departmental meeting at which all faculty members and sufficient students to constitute one-third of the total are permitted to participate and vote. The Department meeting may not initiate recommendations, but it has the power to veto any recommendations made by the Appointments Committee, and to require the Committee to provide an alternative recommendation. When preparing themselves for the Department meeting, both faculty members and student representatives are entitled to have access to all non-confidential information about the candidates. This information is available for examination in the office of the Department Head. Confidential information, such as letter of reference, is not made available, however, except to members of the Committee.

Several different procedural defects were alleged by Dr. Mandel and his supporters during our discussions with them. Some of their complaints concerned alleged violations of established procedures; others involved the adequacy of the procedures themselves. While some of these complaints appear to us to have little substance or significance, there are several that seem justified. It will be convenient to dispose of the less significant allegations first.

Dr. Mandel complains that although the procedures of the Department restrict discussion to the qualifications of the professor recommended by the Committee, and do not permit comparison of that candidate with other possible candidates, the debate at the departmental meeting included an examination of the qualifications of the Committee's second choice while the recommendation of Dr. Mandel was still before the Department. It is alleged, in fact, that discussion was much fuller than the perfunctory debate concerning Dr. Mandel. It is claimed that this deviation from the normal procedure was highlighted by the fact that in the consideration of the Committee's reeommendation for two temporary positions that were being discussed by the Department the same day, the chairperson ruled out-of-order any attempt to discuss alternative candidates. The evidence of this alleged irregularity is not strong. There is some support for the complaint in the statements made by student representatives on the Committee after the event. However, when we discussed the charges with persons who attended the Department meeting, we found no one who could recall that such a procedural irregularity had taken place. One was prepared to say positively that it did not take place.

A seeond procedural objection, related to the first, is that there was very little discussion of Dr. Mandel's qualifications at the Department meeting. This charge was substantiated by most of those we asked about it. However, except to the extent that it reflects on the general desirability of the procedures chosen, which will be discussed below, this does not seem to us to be a significant defect in itself. There was, after all, sufficient *opportunity* for anyone present at the meeting to discuss Dr. Mandel's attributes to any extent desired. It is possible, however, that the absence of a full presentation of Dr. Mandel's qualifications by the Department Head, coupled with the faculty members' pre-determined views and failure to engage in debate, may have either lulled or intimidated the students into failing to exercise that opportunity.

A third minor procedural complaint relates to the fact that the Department Head, as chairperson of both the Appointments Committee and the Department meeting, reversed himself in a ruling relating to the Committee's second recommendation to the Department. After its first recommendation was rejected by the departmental meeting, the Committee met and decided, after a split vote of four to four, to recommend Dr. Mandel's appointment a second time. The propriety of doing so was questioned, but the Department Head ruled, as chairperson of the Committee, that it would be appropriate to do so. When the recommendation was presented to the Department meeting the second time, however, the procedure was challenged from the floor, and the chairperson reversed himself, ruling that the recommendation to Dr. Mandel could not be brought forward again. The second ruling was confirmed by a vote of the meeting. While this vacillation on the part of the Department Head was hardly commendable, it does not seem to us to constitute a major procedural error.

Turning to those procedural defects which we regard as more significant, we should stress that for the most part they do not constitute *violations* of the Department's appointment procedures, but involve instead *weaknesses in the procedures* themselves.

The first questionable practice concerns the nature of the Department meeting. Dr. Mandel complains that most faculty members had already made up their minds before coming to the meeting. Most of those with whom we discussed the matter agreed with Dr. Mandel on this point, whether or not they supported his contentions in general. There had been a period of quite intense individual and small group discussion among the faculty members prior to the Department meeting, and these discussions appear to have been decisive in shaping the opinions of several members of the Department. It was hardly surprising, therefore, that the debate which took place during the Department meeting was brief and shallow. There is nothing wrong with informal preliminary discussions among persons who are called upon to render formal decisions. Where, however, as in this case, the preliminary discussions appear to have been conclusive, the value of holding a departmental "meeting" on the question is lost. The major advantage of a general meeting is the opportunity it provides for the decision-makers to take account of all points of view, and to have those which they tentatively favour tested by unrestricted debate. While this is by no means the only valid method of arriving at decisions, it has advantages which no other technique has. Those advantages are lost when the "meeting" becomes little more than an occasion for registering votes.

This shortcoming was accentuated by two other characteristics of the procedures followed by the Department. The use of proxy voting reinforced the impression that little importance was attached to the Department meeting as such. The use of the secret ballot probably also played a significant role in minimizing meaningful plenary discussion, since those who wished to keep their votes confidental would not be likely to announce their points of view in the course of open debate.

The secretiveness of the process was defended by many members of the Department on the ground that frank statements of non-support for a particular candidate could result in poor future relations between the candidate, if appointed, and the critical faculty members. While this may be true, several other factors should be borne in mind. One is the loss of the benefits of full and searching discussion, referred to above. Another is the fact that most faculty members appear to have been willing to engage in full discussion, in small groups, *among their faculty colleagues*. The chief reason for reluctance to speak frankly at the Department meeting appears to have been the presence of students at the meeting. Several Department members told us that they had little confidence in either the *ability* of students to make sound appointment decisions, or their willingness to respect confidences. This, it seems to us, is an unfortunate attitude. If students are thought to be unreliable on matters of this kind, they should be excluded from the decision-making process altogether (including the Appointments Committee, where confidential data is available, and full discussion occurs); but if they are held out to be full participants in the process, their role should not be subverted by shifting the deeisive deliberations from the formal meeting to private discussions.

Another irregularity in the procedure employed by the Department relates to access to confidential information about candidates. Whereas all members of the Appointments Committee, including student members, have access to all information received, whether or not of a confidential nature, other members of the Department have a right to access to non-confidential material only. This is strange. If the full Department has the power to review and reverse recommendations of the Appointments Committee, it should surely be given access to the same information upon which the Committee based its recommendations. The procedure adopted means that the review body is less well-equipped to determine the matter than the group whose recommendation is being reviewed. At least this would appear to be the case on the surface of the procedures announced. One senior member of the Department, who was not a member of the Appointments Committee, told us that he had full access to all material, confidential or not. By contrast, a student representative at the Department meeting said that he and others in his position were allowed to see only the non-confidential material. (Indeed, he was even refused access to the non-confidential data, although that appears to have been due to an error on the part of the Department Head, arising from uncertainty about the process of student accreditation, which was not repeated in the case of other students.) If it were true that some or all faculty members of the Department were given fuller access to information about appointment candidates than were the student representatives and other members of the Department, a very serious procedural violation would be involved. We are not prepared to arrive at so serious a conclusion on the basis of the statements of only one member of the Department, senior though he may be. Nevertheless, the procedure by which Department members are denied the full information available to Committee members is in our view a disturbing fact in itself. It is our opinion that any condition of confidentiality attached to information in support of appointment applications should not be regarded as applicable to any of those involved in the decision-making process for the appointment. Those who review appointment recommendations must have access to all the information available to those who made the original recommendations.

Finally, Dr. Mandel has complained that he was not given satisfactory reasons for the decision not to appoint him. Certain informal reasons were offered by the Department Head, but they do not appear to have spelled out, fully and frankly, the reasons for the decision. The Department Head is not to be faulted for this failure. Where a decision is made by a group through a process of secret ballot, without the accompaniment of full discussion or agreement on reasons, it is impossible for anyone to do

more by way of explaining the decision than to offer, as the Department Head did in this case, a few personal opinions.

The question is whether the procedures themselves should have been so designed as to require group agreement on the reason or reasons for its decision, and the communication of the reason or reasons to the applicant. This difficult question was addressed at length in the first Part of our Report. At this stage it will suffice to say that we believe agreement upon and communication to the applicant of reasons for denying an appointment in circumstances like this to be both possible and desirable.

In summary, it is our opinion that there were serious shortcomings in the procedures employed to assess and reject Dr. Mandel's application for appointment to the Political Science Department at McGill University.

3. Alleged Political Bias or Other Improper Motive

The political bias complained of by Dr. Mandel was of three varieties, allegedly based upon: a) his generally left-wing political orientation, b) his criticism of recent policies of the Israeli Government, and c) his support of and involvement in the strike of maintenance workers that occurred at McGill during his visiting appointment.

Both Dr. Mandel himself and several faculty members who support his charges appear to be firmly and sincerely convinced that disagreement with these positions and activities was a decisive factor in the mind of a significant number of those who voted against his appointment at the Department meeting. However, neither he nor any of those who expressed support for him was able to point to any positive evidence corroborating these suspicions. Reference was made to past controversies within the Department involving similar allegations (the Gray and Vaillancourt matters). We were told that there is an influential group of senior professors in the Department who, while tolerant and in some cases supportive of moderately left-wing views, tend to reject positions as far to the left as those of Dr. Mandel. The same group was said to include active supporters of the current Israeli Government, and to abhor activism of the type that Dr. Mandel and some other professors engaged in during the McGill strike. None of these generalizations, even if true, can be regarded as probative of the very serious allegations Dr. Mandel has made, however.

On the other hand, we were told by a majority of the Department members with whom we spoke that political factors played no role in their personal decisions, and that they were firmly convinced that most of their colleagues would also have been wholly uninfluenced by Dr. Mandel's political views and actions. Several claimed to have known very little about Dr. Mandel's views at the time, and some claimed to have been unaware that he was engaged in picketing. The same group of professors stated that one's support or non-support of the strike had been generally treated in the Department as a matter of personal conscience, and not as a question that concerned one's colleagues.

It has been said that there was a remarkable uniformity in the comments of the latter group. This may have been the product of the Department meeting at which faculty members discussed the approach that should be taken to our inquiry. Consultations with the University's solicitor may also have contributed to the similarity of views expressed by the group. Consistency of expression by those who deny political bias does not constitute proof of its existence, however.

If the decision was not based on political bias, as Dr. Mandel suggests, what were the reasons for it? While it is never possible to determine conclusively the reasons motivating a group of persons voting on a secret ballot, it is possible to examine the reasons advanced after the event by those involved in the decision, and to inquire whether they constitute plausible alternative explanations to the one alleged by Dr. Mandel.

Three major alternative explanations for the decision were offered, two of which seem quite implausible.

The reason initially offered to Dr. Mandel by the then Department Head, Dr. Kunz, shortly after the departmental decision, was that Dr. Mandel's primary research interest was historical in nature, and that a majority of the Department members favoured a more contemporary focus. One reason we fail to find this explanation persuasive is that there was no reference made to the desirability of a current focus in the advertisement for the position. Another is that although several of Dr. Mandel's publications do concern historical events, he has also written and taught about current events in the Soviet Union and Eastern Europe. Neither of those facts constitutes a conclusive rebuttal to the claim that his historical bent was the reason for the decision. However, if one adds the facts that very few of the Department members interviewed mentioned it as a basis for the decision, and that none placed much emphasis on it, we think it reasonable to conclude that the historical nature of some of Dr. Mandel's work did not carry much weight with most members of the Department.

A second reason offered was that Dr. Mandel's Ph.D. degree was earned in the field of Sociology rather than of Political Science. Dr. Vogel, who was Dean at the time, told us that he had expressed concern on this score even when Dr. Mandel was appointed to the one-year visiting position. He admitted, however, that this concern had not been passed on to Dr. Mandel, either at the time of his initial appointment or when he applied for the permanent position. The advertisement made no reference to the need for such a degree. Moreover, the general description which the Department has published of its own scope makes it clear that the discipline properly embraces many areas, Sociology among them:

> "As a very comprehensive field, with no definite boundaries around it, political science shares many areas of concern with such sister disciplines as *history*, economics, *sociology*, anthropology, philosophy, and law, to name but the most obvious ones." (McGill Faculty of Arts brochure for prospective students, p. 15, emphasis added).

It should also be noted that Dr. Mandel's Ph.D. thesis covered a thoroughly political topic, and that his field of specialty as a graduate student-Political Sociology — is generally acknowledged to be a legitimate concern of political scientists. Whether the members of the Department were nevertheless influenced in their decision by the fact that his Ph.D. was in Sociology is impossible to say with absolute certainty, but the very limited reference to the fact during our discussions with faculty members leads us to believe that they were not.

A third reason, to which no reference was made in the documentation provided to us, surfaced frequently during our interviews. Many of those who knew Dr. Mandel, both supporters and opponents, commented on his shyness. Some told us that although he was effective in the classroom or in speaking to groups, his shyness prevented satisfactory social relations developing with many of his colleagues during his year in the Department. Several members of the Department said that this was the primary reason for their negative decision as to his permanent appointment. They told us (again with striking uniformity of expression) that the Department prizes "collegial discourse," and that when selecting a long-term colleague for what might be "the last new position in the Department for years to come," the "stakes were high" and justified the rejection of a candidate who would not be likely to contribute to the Department's collegiality. This reason appeared to have the support of most of those who opposed Dr. Mandel's appointment, and to be acknowledged as a possible basis for the decision even by some of those who supported his appointment.

The propriety of this alleged reason is dubious at best. The CAUT *Policy Statement on Academic Appointment and Tenure* rejects "incompatibility" as a legitimate factor in tenure decisions:

> "A8...Personal or social incompatibility should not be a reason for denying tenure."

If it is unacceptable to take account of incompatibility in the granting of tenure, it should be even less legitimate to do so when making shorter range appointment decisions.

Some of those to whom we mentioned the "incompatibility" guidelines contended that the question of "collegiality" is essentially different from that of compatibility. It is true that "collegiality" may be an important attribute for a university professor, if one uses the term to mean the capacity to engage in scholarly discourse with one's colleagues. However, as we have explained in the section on "Fair Appointment Practices" in Part I of our Report, we do not regard even that quality as one that a department should attempt to predict at the stage of initial appointments.

Our discussions with McGill faculty members, both within and without the Political Science Department, led us to conclude, in any event, that the "collegiality" of that Department is not as high, in either the social or the academic sense, as it was represented to be. Several told us, on the contrary, that the Department is one in which individuals often "go their own way." Moreover, we are not persuaded that Dr. Mandel lacks the capacity for good collegial relations. We were told that he established cordial and intellectually stimulating relationships with a number of persons within the Department and in related departments. There is also evidence that he got along well with colleagues in other universities with which he was associated before coming to McGill.

Therefore, although "collegiality" seems to offer a more plausible basis for the Department's decision than the two explanations given to him, we are not convinced that it really was the key reason. Even if it were, we believe, as explained above, that it would not be a valid consideration. In other words, of the three reasons mentioned by those who made the decision, two seem implausible to us, and the third, while somewhat more likely, is unconvincing, and is in any event an improper basis for determining academic appointments.

To what conclusion should this lead us about the propriety of the motivation for the decision not to appoint Dr. Mandel? If we were an adjudicative body, and if the onus of proof lay entirely on the shoulders of those seeking to impugn the decision, we would have to return a verdict of "not proven." Although a tribunal or investigative body with powers of subpoena might be able to turn up more compelling evidence, we have seen no conclusive proof that the appointment was denied for political or other improper reasons. However, we are not persuaded that the burden of proof should always lie with the professor in such matters. As we explained in Part I, the burden or proof ought to lie on the University where it has exclusive access to the reasons for an appointment decision and has failed to communicate those reasons to an unsuccessful applicant, and where known facts lead to a reasonable inference that the reasons were improper.

Since those circumstances prevail in the present case, the burden of persuasion ought to be with McGill University. Dr. Mandel was, as we have said, entitled to know the reason for not being appointed. The Department of Political Science, which was completely in control of the situation, chose to adopt procedures which not only kept the reasons from the candidate, but also precluded their discovery by anyone else. Of the reasons subsequently mentioned by those who took part in the decision, the most plausible is both unconvincing and improper, and the other two are no more probable, perhaps less so, than the improper reason suggested by Dr. Mandel and his supporters. Does not fairness dictate that Dr. Mandel be given the benefit of the doubt?

We believe so, and accordingly conclude that although we encountered no compelling proof supporting the charge of political bias, the Department, upon which the burden of explanation ought fairly to lie in the circumstances, has failed to persuade us that political bias was not a factor. The only alternative explanation that seems equally plausible is improper.

UNFAIRNESS TO DR. MANDEL

Having determined that the procedures used and decision reached were inadequate in certain respects, we are directed by our terms of reference to indicate whether there was resulting "unfairness" to Dr. Mandel. This element of our mandate was presumably added in order to cover the possibility that technical irregularities occurred without substantial injustice to Dr. Mandel. In our view, substantial injustice has occurred.

Whether the Department's failure to comply with CAUT's "Canadianization" Guideline resulted in unfairness to Dr. Mandel is open to debate. Those who disagree with the policy underlying the Guideline may not regard a failure to follow it to be productive of unfairness. Moreover, it is impossible to say with certainty that compliance with the Guideline would necessarily have led to the appointment of Dr. Mandel; the Department could conceivably have decided that another Canadian applicant was better qualified than he. We are not persuaded by either of these arguments, however. Within the context of a CAUT inquiry, it seems to us that the fairness of all current CAUT policies should be presumed, and there is no evidence that the Department regarded any other Canadian applicant as better qualified than Dr. Mandel. The Appointments Committee clearly did not.

Several of the procedural inadequacies unquestionably operated unfairly to Dr. Mandel. Had the alleged desirability of a Ph.D. in Political Science and a research emphasis on contemporary topics been stated as appointment criteria in advance, Dr. Mandel could have attempted to show that they were not valid criteria, or in the latter case, that he satisfied it. Had there been a meaningful debate at the Department meeting, participated in by all who voted, his supporters might have succeeded in persuading sufficient faculty members that the opposition to his appointment was unjustified. Similarly, had all those who voted at the Department meeting been given access to all the information about the candidates that was available to the Appointments Committee, the result could have been different. Most important of all, had the Department meeting agreed on reasons for the decision, and had those reasons been communicated to Dr. Mandel, he would have had an opportunity to refute any reasons he regarded as improper or unsubstantiated before the decision was confirmed by higher authorities in the University. Procedures which deprived Dr. Mandel of these various opportunities to ensure against error in the appointment process must in our opinion be regarded as "unfair."

Finally, if there were improper motives involved in the decision not to appoint Dr. Mandel, that decision would be indisputably unfair. In our opinion the known facts support an inference of improper motive which, while far from conclusive, should be accepted unless disproved by the Department. Since that inference has not been disproved we must conclude that improper motivation, and the utter unfairness it entails, have been established.

Unfairness in matters of this kind consists of more than not getting the job applied for. It also involves a threat to one's professional reputation. Potential future employers, learning of the denial, may reasonably conclude that the applicant was tried objectively and found wanting in some respect.

A further dimension of unfairness can emerge when a person takes a stand against what she or he believes to be an improper denial of appointment, since there will always be some who regard those who challenge constituted authority as undesirable "troublemakers." The position was taken by some of those we interviewed at McGill that even if Dr. Mandel's complaints were justified, he made matters much worse for himself by resisting the Department's decision so vigorously and so publicly. If he had simply accepted the denial, right or wrong, as one of the vicissitudes of academic life, and quietly moved on to other universities with openings, it was contended, he would probably have found a satisfactory position long ago. Thus, it was said, most of the unfairness of which Dr. Mandel complains was of his own manufacture. Even if we agreed that Dr. Mandel could easily have found another post if he had quietly accepted his fate at McGill (which we regard as far from likely in light of the present academic job market), we could not agree with these sentiments. All freedom — academic and otherwise — would be in great peril if it were thought blameworthy, or even undesirable, to defend one's rights openly and energetically. If Dr. Mandel's opposition to his unfair treatment at McGill University has exacerbated the unfairness, it is the University, not Dr. Mandel, that should be held responsible.

SUGGESTED REMEDIES

Our terms of reference instruct us to suggest an "appropriate remedy" for the Mandel matter.

It is hoped that the publication of this Report will to some extent act as a remedy in itself. If Dr. Mandel's professional reputation has been injured by his non-appointment at McGill and by subsequent events, our stated belief that the procedures employed and decision reached were inadequate and unfair may help to repair some of the damage. Much more than that is needed, however.

An acknowledgement by McGill that Dr. Mandel's application ought to have been handled differently, or that his non-appointment is no reflection on his abilities, would certainly be in order. It should be borne in mind, however, that such a statement would not be very persuasive if thought to have been coerced by the threat of CAUT action. Indeed, if it were written in grudging or obviously cautious language, such a statement could even carry a negative innuendo that would aggravate the injury.

In an ideal world, the most appropriate remedy would be a re-assessment of Dr. Mandel's application on the basis of improved procedures such as those suggested in Part I of this Report. Such a solution would involve major practical difficulties. From McGill's point of view it might mean creating a new position within the Political Science Department, for which funding would not be easy to find in the current economic climate. From Dr. Mandel's point of view there might well be a concern that in light of the hard feelings that his opposition to the decision has generated within the Department and the University and the reluctance of all humans to admit error, any re-assessment by the same persons would, regardless of the procedures employed, merely confirm the original decision. Neither obstacle is necessarily insuperable. An institution the size of McGill University should be capable of sufficient fiscal flexibility, even in hard times, to provide an equitable remedy for an extraordinary error such as occurred in the Mandel case. To overcome the risk of "rubber stamping" (or the accusation of rubber stamping) in any re-assessment, it would be possible and desirable to establish an external assessment committee for this case only.

Should a re-assessment for regular appointment on mutually acceptable terms prove to be impossible, the parties are urged to consider another visiting professorship for Dr. Mandel. We know, on the basis of his previous appointment and his widely acknowledged success in that role, that he is suitable for such a position, so re-assessment would be unnecessary. A long-term financial commitment by the University would also be avoided. A visiting professorship would go a long way — much further than any statement could — to rehabilitate Dr. Mandel's professional reputation. It would also give him a secure base from which to seek a permanent post elsewhere. It is not easy to suggest an appropriate length for a visiting appointment. One year might not be long enough to find a suitable position somewhere else, but an indefinite appointment would not be reasonable either. Perhaps a one-year appointment, renewable once at Dr. Mandel's option, would be a satisfactory arrangement.

Dr. Mandel has undergone considerable financial hardship as a result of his non-appointment by McGill. While he has been able to find some part-time employment, his earnings have been sharply reduced. Regardless of any other remedies agreed upon, therefore, we believe that he should receive financial compensation from McGill. The appropriate amount of such compensation would be the amount he would have earned from McGill had he been appointed, minus the total of his actual earnings from other sources.

SUMMARY OF PRINCIPAL FINDINGS AND RECOMMENDATIONS

Inadequacies of Procedures and Decision

1. When dealing with Dr. Mandel's application for appointment to the Political Science Department, McGill University did not comply with CAUT's *Guidelines on Canadianization and the University*.
2. At the Department meeting which rejected the Appointments Committee recommendation to appoint Dr. Mandel, there was very little discussion or debate, most of the faculty members having discussed the matter informally with colleagues and having made up their minds before the meeting. The reason for this appears, on the part of some faculty members at least, to have been the desire to avoid expressing their opinions about Dr. Mandel and other candidates in front of students present at the Department meeting.
3. Some faculty members who did not attend the meeting were permitted to vote by proxy.
4. Voting at the meeting was by secret ballot. While this was not undesirable in itself, it contributed, along with the lack of substantial debate and the failure of the meeting to agree on reasons, to a situation in which the real reasons are impossible to ascertain.
5. Some of those who voted at the Department meeting had been denied access to some of the information about candidates available to members of the Appointments Committee. One student had also been denied, through error, access to any of the documentary data about the candidates.
6. Two of the reasons offered by some Department members after the event to explain and justify the decision not to appoint Dr. Mandel were that his Ph.D. was in Sociology rather than Political Science, and that his research interests are primarily historical. These do not seem plausible to us. A third reason, advanced to us more frequently than any other, was that his personality would prevent satisfactory collegial discourse. We regard this as improbable on the facts, and improper in any event.
7. Dr. Mandel's allegation that political bias influenced the decision not to appoint him was neither proved nor disproved to our satisfaction. Given these circumstances, and the fact that the Department had the sole opportunity to ascertain the reasons for not appointing Dr. Mandel, and failed to avail itself of the opportunity, we believe that the University should be obliged to disprove the existence of improper grounds. The University has not met that onus.

Unfairness to Dr. Mandel

8. The failure to appoint Dr. Mandel in the circumstances outlined above was, in our opinion, unfair to Dr. Mandel.

Suggested Remedies

9. The portions of this Report pertaining to Dr. Mandel should be made public by the University or by CAUT in the hope of partially remedying damage to Dr. Mandel's reputation caused by his unfair treatment.
10. A formal acknowledgement by the University that Dr. Mandel was treated unfairly would also help to rehabilitate his reputation, but not if couched in grudging language.
11. A suitable remedy (but only if acceptable to Dr. Mandel) would be re-assessment for appointment to the same Department by a special external assessment committee, and subsequent appointment if successful.
12. Alternatively, Dr. Mandel should be offered a visiting appointment in the Department, for one year with the option of an extension for a further year.
13. The University should, in any event, compensate Dr. Mandel for the financial losses stemming from his unfair treatment.

(EDITDR'S NDTE: Copies of various documents concerning the Mandel case, which were appended to the Report of the Fact-Finding Committee have been omitted in order to conserve space.)

ACADEMIC FREEDOM AND TENURE COMMITTEE REPORT on the MANDEL CASE AND THE FACT-FINDING COMMITTEE REPORT

A. SUMMARY

The Academic Freedom and Tenure (AF&T) Committee has considered in detail the final report of the Board's Committee of Inquiry (the Gibson Report) dated October 1982. It has attempted to assess both the fact framework and the reasoning provided in the light of the comments on the draft report received from the grievor (Dr. Mandel), the local association (MAUT) and the University (McGill). The Committee has considered as well the CAUT guidelines and established procedures and principles germane to the matters at issue. The Committee also had at its disposal the report of the Québec Human Rights Officer who investigated Or. Mandel's complaint, and who concluded that it was "founded". It did not have at its last meeting the resolution of the Québec Human Rights Commission (since then circulated to the Board) which rejected the investigating officer's report.

The Committee found itself divided, and felt that the Board should be made aware of the range of opinion and attitude among its members. First, it should be made clear that most members are critical of the Gibson report and its recommendations for reasons that are spelled out below. In essence, they believe that the report does not establish a sufficiently strong *prima facie* case of improper discrimination and procedure either to justify the argument of reverse onus, the conclusion that impropriety should be assumed, or the recommendations made. It is not thought that the report of the Quebec Human Rights investigator substantially changes matters, for two reasons. First, on some crucial point — e.g. the assessment of the validity of the alternative explanations advanced at McGill for not hiring Dr. Mandel — the investigator quotes and follows the Gibson report. Second, the investigator was unable to persuade the Quebec Human Rights Commission as a whole of the validity of his findings. The Commission provided reasons for not pursuing the case: the reasons are similar to those advanced by many of the members of the AF&T Committee. The inclination of those members who took this attitude was to recommend to the Board that the Gibson report's recommendations be rejected, and that CAUT involve itself no further in the Mandel case.

A minority on the Committee feels uneasy with the above for a variety of reasons. Two independent inquiries have concluded that Dr. Mandel was treated unfairly; following the old saw about there being no smoke without a fire, they reason that further action by CAUT is warranted. Secondly, the minority feels it is inappropriate to second-guess a committee of inquiry. Professor Gibson and his colleagues, on this argument, were in a better position than the AF&T Committee to assess the evidence and judge the credibility of witnesses. Thus their facts should be accepted. The Board should note that the Committee did not debate the implications of this argument (should CAUT always accept what its inquiries say?) and that it deserves serious consideration, as to its implications for CAUT procedures.

The members of the AF&T Committee found themselves able to agree, however, that it would be in the best interests of all parties to the dispute to clear the air. As a result, the Committee passed the following motion:

> That the Academic Freedom and Tenure Committee recommends to the CAUT Board that it urge McGill University to agree to the establishment of a joint committee of inquiry with binding powers to determine the issues and that this recommendation be provided to the Board with an accompanying report which explains why the AF&T Committee is not able to endorse the recommendations of the Fact-Finding Committee and explains also the disquiet of the AF&T Committee about possible discrimination in the case and the reasons for the recommendation it is making.

B. OVERVIEW OF THE MANDEL CASE

In brief, Or. Mandel has alleged that he was the subject of unfairness resulting from political or other improper bias, non-observance of the CAUT Canadianization Guidelines, and defective procedures in the appointment process involved in the hiring of a faculty member in the McGill Political Science Department in the Spring of 1980. The Gibson Report finds the reasoning offered by the members of the McGill Political Science Department for not appointing Dr. Mandel to be implausible, and in one respect improper, and concludes that discrimination on inappropriate grounds provides a more plausible alternative explanation. The Gibson Report, noting that the Department of Political Science chose to adopt procedures which kept the reasons for their decisions from Or. Mandel, and which precluded the discovery of the reasons by anyone else, concluded that the burden of proof should be shifted, in the particular circumstances of the case, from Or. Mandel to the University. The Gibson Report concluded that the known facts support an inference of improper motive which, while far from conclusive, should be accepted unless disproved by the Department. Since the inference was not disproved, the Gibson Report concluded that improper motivation, and consequently unfairness, had been established. Additionally, the Gibson Report found justified the allegations regarding procedural defects and non-observance of the CAUT Canadianization guidelines.

In sum, the Report concludes that the procedures used and the decision reached were unfair to Dr. Mandel and that the unfairness may be characterized as "substantial injustice". The Report includes a number of remedies designed to restore Dr. Mandel's reputation and his employment at McGill University, and to compensate him for the financial losses suffered for what was found to be unfair treatment.

The Academic Freedom and Tenure Committee recognizes the major and time-consuming work of the Gibson inquiry and appreciates its attempt to chart a path through a difficult case. The Report properly meets the terms of reference set out for the Committee. However, with regret, the majority of the Academic Freedom & Tenure Committee cannot endorse the Report, and are not persuaded by its reasoning and conclusions particularly with respect to the Mandel case (the fourth term of reference).

C. POLITICAL BIAS AND OTHER IMPROPER MOTIVE

Dr. Mandel alleged that bias against his political orientation, positions, and actions played a decisive role in the appointment decision. The Gibson Report states that "neither he nor any of those who expressed support for him was able to point to any objective evidence corroborating these suspicions". The Gibson Report therefore inquires whether the reasons advanced after the event by those involved in the decision "constitute plausible alternative explanations to the one alleged by Dr. Mandel". On finding that they do not, the Report supports Dr. Mandel's allegation. The Gibson Report considers three alternative explanations for Dr. Mandel's non-appointment — (a) the focus of his scholarship (b) his professional training; and (c) his place in the communicative network of the department.

This section of the Report is crucial to the argument of political bias and to the proposition that the onus of proof should be shifted to the university. However, the majority found both the reasoning and presentation of evidence unsatisfactory. The reasoning is discussed below. With regard to the presentation of evidence, the majority felt that there was a lack of the precision and detail necessary if a strong *prima facie* case of improper discrimination was to be made. (It would have been useful to have known, for instance, what evidence was before the department at the time of the decision, and how many declared how they voted.)

1. Focus of Scholarship

The Report argues that the Department's contention that its need was for a Soviet specialist whose focus is contemporary, while Dr. Mandel's is historical, is implausible. First, in the advertisement for the position, "no reference was made to the desirability of a current focus". Second, "(A)lthough several of Dr. Mandel's publications do concern historical events, he has also written and taught about current events in the Soviet Union and Eastern Europe.".

On the first point, the majority points out that the advertisement described the instructional areas as "Soviet Marxism and Soviet foreign policy" — in the context of a department of Political Science, as opposed to a Department of History, could this not be reasonably read as requiring a current focus? Moreover, at the time the decision was made, Dr. Mandel's existing and forthcoming publications all dealt with the 1917-1918 period in Russia. Members of the department could very well have concluded that his focus was not, in fact, contemporary.

On the second point, that Dr. Mandel was not in any case vulnerable to reservations about the lack of contemporary focus, the majority notes that at the time the decision was made, Dr. Mandel had one publication, apparently, an article entitled "The problem of What Is In People's Heads", published in 1972. He had two forthcoming books concerning Russian history in the period 1917-1918. In addition he had presented two historiographic papers on the Russian Revolution, had presented two others on Russian events in the 1917-1918 period, and had another forthcoming.

Or. Mandel confirmed in a letter to Dr. V.W. Sim, CAUT Associate Executive Secretary, dated September 20, 1982 that his work in contemporary areas post-dated the appointment process, but argued that the Department chairman was aware of his preparatory contemporary research and that, at McGill, he taught in contemporary areas, among others, during his sessional appointment. The last point actually suggests confirmation of the Department's need for instruction in contemporary areas. The rest offers a possible basis on which Dr. Mandel's supporters might have argued on his behalf. It is not clear that such arguments were made, or that they could reasonably be expected to dispel reservations on research focus in light of reasonable department needs in a competition for what might be "the last new position in the Department for years to come."

2. Professional Training

On the matter of professional training, the Report cites among its reasons for dismissing department reservations about Dr. Mandel's Sociology Ph.D. that (1) the advertisement "made no reference to the need" for a Political Science Ph.D., ,and (2) the McGill Faculty of Arts brochure for prospective students "makes it clear that the discipline (of Political Science) properly embraces many areas, Sociology among them". The majority of the AF&T Committee, however, think the specification in an advertisement under the heading "Political Science" that the candidates "must hold a completed Ph.D. degree" is by recognized convention a reference to the need for a *Political Science* Ph.O. They also hold that the reference in the brochure mentioned above — that "political science shares many areas of concern with such sister disciplines as history, economics, sociology, anthropology, philosophy and law, to name but the most obvious ones" — should not be read as either an assertion of identity between political science and the named sister disciplines (which take different ap-

proaches to certain common concerns) or as a suggestion that the professional requirements for a political science appointment are satisfied by education in the sister disciplines.

Although the Gibson Report concluded that the members of the department were not influenced in their decision by the fact that Mandel's Ph.D. was in Sociology, it does not seem implausible that the lack of a Ph.D. in the appointing discipline would not pass without notice.

3. Compatibility

Another problem with the Gibson Report arises from the treatment of the various explanations for non appointment independently from one another, without reference to their combined effect in an overall decision-making context. The Report's treatment of the third reservation about Dr. Mandel, variously described as having to do with "shyness", "social relations", "collegial discourse", "incompatibility" suffers the effects of such displacement most noticeably. The Report attributes some such reservation to "most of those" who did not favour an appointment for Dr. Mandel and thus, for quantitative reasons, accepts it as "offering a more plausible basis for the Department's decision" than the reservations concerning scholarly focus and training which were less frequently mentioned in testimony. At the same time, the Report finds this kind of explanation, though "more likely" still "unconvincing" and, moreover, "in any event an improper basis for determining academic appointments". The Report judges reservations of this kind unconvincing because it concludes that the Department's collegiality is not as high "as it was represented to be", while Dr. Mandel, for his part, is said not to lack the collegial capacities in question. Such reservations are judged by the Report to be improper on the grounds that they are non-academic.

Again, the majority of the AF&T Committee find that the impressionistic treatment of testimony, the Report's lack of precision on who voted on the basis of improper motive, and what effect those votes might have had on the outcome, makes it difficult to be confident that the decision was in fact tainted by improper motive. They feel it necessary to take note of the challenge to the Report's interpretation posed by the MAUT submission. The transcripts of conversations with six professors do not apparently indicate that "shyness", or "incompatibility" or "lack of potential for collegiality" was a factor in the decision to vote for a different candidate. The AF&T Committee is not in a position to verify the accuracy of this comment. But when it is read in combination with Professor J.R. Mallory's written comments on the Interim Report (Memo to Professor Kunz, March 29, 1982), an account of this general area of reservation emerges which provides a reasonable alternative to the account offered by the Report. Professor Mallory writes: "Certainly I never thought of the decision as being based on the CAUT-disapproved ground of compatibility...Is disagreement about disciplinary emphasis improper? Is Soviet Studies *sui generis* or is it part of comparative politics? How does it relate to political theory? These are necessary questions to ask in a small department where there is only one person in the field and *interaction with related fields is particularly important*. One can — as we did — give these considerations different weights but they are important *in* coming to a final decision. The greatest objection to Mandel seemed to come from several of the comparative politics people. I tried to make this point to the (Gibson) Committee and I thought they understood it. They do not seem to have mentioned it at all and instead trail off into a discussion of collegiality and compatibility." (emphasis added).

On this issue, the Report itself accepts that "the capacity to engage in scholarly discourse with one's colleagues", may be an important attribute for a university professor. The AF&T Committee majority considers it possible to conclude from the context that what was at issue was not any slowness to socialize on Dr. Mandel's part, but a concern that the appointment should assist in the functional articulation of a many-sided discipline within a relatively small department. Hence the stress on "interaction with related fields" and "interchange of ideas". Such academic considerations are neither improper nor implausible. Indeed, they dovetail with the other reservations expressed by the Department about research focus and professional training. In sum, the AF&T Committee majority is not prepared to conclude that the explanations offered by department members about their reservations, especially when combined, are either implausible or improper.

On these various criticisms, the minority makes the following comments:

1. The first two alternative explanations may be plausible but the Gibson Report found them not to have influenced the decision. This is a factual conclusion and whatever the logic of the majority points, if the members of the Department were not motivated by these issues, there is nothing to be gained by pursuing them. However logical the majority comments may be, the minority believe the factual conclusion that it did not influence the decision should be respected. As for the third, the minority thinks the majority is again disputing the facts. In any event the minority agrees with the Gibson Report and has serious reservations about the use of criteria related to compatibility.
2. In the question of professional training, the matter is not clear-cut. Training in a particular discipline does not necessarily disqualify someone from teaching in an allied field. Indeed, the Gibson Report concluded that Mandel's training in sociology was not the reason for denying an appointment in Political Science.

D. RES IPSA LOQUITUR, COLLEGIALITY, AND CONFLICTING MODELS OF ACADEMIC ADMINISTRATIVE PROCESS

The Gibson Report states: "We have seen no conclusive proof that the appointment was denied for political or other improper reasons". At the same time, the report claims to have arrived at a reasonable inference of improper motive "which, while far from conclusive, should be accepted unless disproved by the Department". The legal principle on the analogy of which this shift in the burden of proof is proposed is the principle *res ipsa loquitur* ("the thing speaks for itself"). The implication of this principle is that where a reasonable inference supported by the known facts is not disproved, it can be taken to be established. The majority on the AF&T Committee conclude that the arguments outlined above demonstrate that an inference of improper motive is not reasonable since it is not supported by a body of facts. Hence the principle of *res ipsa loquitur* is not applicable. In any event, this legal principle is designed to apply to situations where injury is clearly established, and the available hard facts support the presumption that the injury must have been caused by the act or omission of a responsible person. The analogy depends in this instance on the premise that Dr. Mandel's failure to secure an appointment constituted injury or unfairness which would not normally have occurred except as a result of impropriety. But, in the view of the AF&T Committee majority it is argued, whether there has been an injury is precisely what is to be determined. Disappointment in a competitive appointment process is not an injury, but the normal fate of all but one of the applicants. The non-appointment of Dr. Mandel might have occurred without improper bias and does not on its own generate a presumption of improper bias.

The minority, since it accepts the Gibson Report's findings that the department's explanations are implausible, is prepared to accept the appropriateness of *res ipsa loquitur*. On this view the decision of the full department did cause an injury to Dr. Mandel, and, since the Gibson Report did not accept the reasons advanced for that decision, Dr. Mandel is entitled to a presumption of improper reasons. He cannot be expected to prove their existence.

There is a divergence between the majority of the AF&T Committee on the one hand, and the Gibson report and the Committee minority on the other, over the nature of an appointment decision. Most Committee members feel that there is a distinction to be drawn between an appointment decision and a tenure or promotion decision. The tenure process, for instance, is centred on the record and potential of a single individual with an employment history and a cumulative expectation of tenure. Its denial must be justified rationally, be open to refutation, and is generally illuminated by examination of the individual's record in comparison with the defined standards in place and the habitual norms according to which those standards are interpreted. The initial appointments process, by contrast, is a process of comparative preference without entitlement to anything other than fair consideration in a competition. Non-appointments cannot be treated as tenure denials. In the specific instance of Dr. Mandel, it follows that he was not "denied" an appointment, since he had no presumptive entitlement to it. It is not justified to presume that none of the other applicants had or could be perceived to have, superior or preferable strengths. Indeed, the report tells us nothing about the other candidates that would support its conclusions. In any event, while departments are charged with advancing professional standards, there is no law or norm to compel them to prefer "the best" candidate by some abstract technical criteria. Indeed, to expect that "the best" is readily identifiable and can be unanimously agreed to is to reduce the making of appointments to the level of a strictly technical process. The submissions from McGill, both on behalf of the University and on behalf of MAUT, speak to the difficult and intricate experience of making appointments which always involve multiple variables unevenly distributed among the applicants and the particular priorities of Department members. These come together in a complex calculus of preference that results, always in the comparative judgment that one candidate is to be preferred over the others.

The Gibson Report takes a very different, more judicial view of the appointments process. The report expresses concern that the normal collegial decision-making process can produce irresponsibility, the triumph of group interest, and the ideological tyranny of the majority over dissent and difference. It assigns adjudicative authority to the appointment process, and expresses concern about the damage to the professional reputation of disappointed candidates. It is obvious that there are two conflicting models of academic administration here, each of which is credible, each of which has been fought for by CAUT. But, overall, the AF&T Committee tends towards the collegial model in appointments processes.

The minority would make the following points:

1. That the attitude of the majority would permit a disappointed candidate to prove discrimination or improper motive only in the event that the decision makers admit it.
2. That whatever the merits of the above argument, Dr. Mandel was recommended by the Appointments Committee. This recommendation was rejected by the Department. This constitutes "denial" of an appointment: the department's decision was not comparative. It was an explicit decision to reject Mandel.

E. CANADIANIZATION

One of Dr. Mandel's allegations is that the CAUT Guidelines on Canadianization were not followed in the appointment process that led to his non-appointment. Dr. Mandel is a Canadian while the person appointed is not. McGill University has in this matter complied with both federal and provincial law; indeed, the letter from Principal Johnston to Professor Gibson (September 16, 1981) reveals that Dr. Mandel had appealed unsuccessfully to both provincial and federal jurisdictions. On the other hand, the Report points out, the appointment process does not satisfy clauses 4 and 6 of the CAUT Guidelines: namely, the University "declined to establish the 'university-wide appointments review committee' proposed by guideline 4, and no attempt was made in the Mandel case to persuade the senior academic body that the appointment of a non Canadian was justified". Concludes the Report: "There cannot be any doubt, therefore, that the first of Dr. Mandel's charges is correct; McGill University did not comply with the CAUT Guidelines on Canadianization and the University". The Report observes further that subsequently, at a meeting of Senate, November 19, 1980, the University adopted a policy implementing the Guidelines, so far as advertising practices are concerned, (to bring employment opportunities to the attention of potential Canadian applicants), but not as far as proposed in sections 4 and 6 of the CAUT guidelines.

These facts are not contested by McGill. Instead of characterizing its position, however, as does the Report, as a "firm and conscious rejection" of the CAUT Guidelines, McGill unapologetically states that its own debates on the issue through the MAUT and Senate "led to a different conclusion" (McGill Response, p.3). McGill considers this its right under the law, and its right as an autonomous institution exercising its own academic freedoms. The questions for CAUT are: what kind of issue is at stake in this difference; what, if any, unfairness resulted for Dr. Mandel; and what options are now available?

The Report notes that whether the failure to comply with CAUT's guidelines was unfair to Dr. Mandel "is open to debate" and then adopts the view that unfairness did result because, within a CAUT inquiry, the fairness of "CAUT" policies should be presumed, and there is no evidence that the Department regarded any other Canadian applicant as better qualified than Dr. Mandel. The Appointments Committee clearly did not." The McGill response remarks that such an unargued presumption, even if valid, does not prove the lack of fairness of McGill's policies: "two sets of rules on the same subject that do not conform with each other can both be fair". The problem, evidently, is that different, adjacent or contradictory, principles of fairness are involved in the procedural disagreement.

The AF&T Committee notes, first, as does the Report (which is unpersuaded by the argument) that compliance with the guidelines would not necessarily have led to the appointment of Dr. Mandel. Another Canadian might have been appointed. Alternatively, the Senate might have been persuaded, as were the Department, the Chairman, the senior administration, the Board, and the provincial and federal authorities, that the appointment of a non-Canadian was justified. The Fact-Finding Committee is in no position speculatively to prejudge the outcome, and offers no evidence in support of its contention. In the light of the overall situation it is neither knowable nor inconceivable that among the 20 other applicants, the Department might have preferred another Canadian or that its actual choice might have been justifiable in the eyes of the senior academic body.

Secondly, moreover, it is the AF&T Committee's view that contrary to the implication in this section of the Report dealing with unfairness, guideline 6 does not seek to compel the appointment of Canadians; it seeks rather, by promoting the supervisory authority of the senior academic body, to regulate (collegial) administrative practices at lower levels by the uniform application of policies established at the senior academic level in the institution. It is plausible from the Senate motion and debate appended to the Report to speculate that the McGill Senate might well have approved the appointment of the successful candidate. But such speculation is not even necessary. In the event, after the Mandel case, with the Canadianization issue arising from it in mind, the McGill Senate specifically declined to require justification to itself of non-Canadian appointments and remained content, as its Minutes show, to leave to Departmental collegial authority the decisions on appointments — decisions to be taken on the basis of "academic qualifications of the candidate without consideration of 'accidental' factors such as place of birth or previous place of legal residence".

In short, the Political Science Department's practices were not inconsistent either with policy (or lack of it) at McGill at the time of the appointment, or with what became the established policies thereafter.

Some members of the AF&T Committee thus find no demonstrable unfairness to Dr. Mandel from McGill's practices in the light of current CAUT Guidelines; these are not tight enough to provide either guarantees to Canadians as a category, or personal entitlements to any single applicant in a comparative decision. In their view, these are general guidelines to encourage attention to Canadian applicants.

It remains to be noted that from the point of view of the AF&T Committee the Canadianization Guidelines touch on different principles that may be in tension with one another. Their two stated functions are to promote the development of Canadian identity through the universities, and to provide employment opportunities for qualified Canadians. The first is a socio-cultural, the second an affirmative action program. Indirectly, they can be taken to serve the academic freedom of qualified Canadians who otherwise might not be able to teach or undertake research and thus to exercise their academic freedom. Directly, however, to the extent that they are effective in promoting Canadian appointments, or are tightened up to compel them, the guidelines may serve to constrain the academic freedom of colleagues to advance their disciplines according to intrinsic academic merit unrelated to the vagaries, or the just entitlements, of nationality and national consciousness. It is CAUT policy that this is a rational compromise that serves the goals of universities, and it is regrettable that some universities are still not persuaded of the desirability of giving preference to qualified Canadians. But it should be seen also that this is a compromise that involves social, economic, and academic elements whose diverging principles of fairness and commitments to freedom may be in complicated tension with one another. The AF&T Committee, for its part, is prepared to live with this tension, but with regard to future cases of complaint about initial appointments based on the Canadianization Guidelines, wants to signal that it is aware of the compromise and of the latitude that remains for each institution to adopt its own considered responses to it. It is of course open to the CAUT to undertake good faith discussions with McGill with a view to bringing its policy on Canadianization closer to that of the CAUT.

F. PROCEDURES

It remains to consider Dr. Mandel's allegation that procedural defects in the Department resulted in unfairness and the Gibson Report's findings in his favour. The Report finds three significant procedural defects: 1) the nature of the Department meeting: minds were made up before the meeting; proxy voting and secret balloting compounded the secretiveness of the process; 2) the Department, as the review body, without confidential materials on the candidates, had less information than the Appointments Committee, and thus was less well-equipped to make an appropriate decision; and 3) Dr. Mandel was not provided with satisfactory reasons "for the decision not to appoint him."

Some of these issues, such as proxy voting, are contentious. The Report offers no evidence on how many proxy votes were cast or

with what effect. The Departmental history accounts for them in general as a way of preserving a two-to-one compromise in voting strength between faculty and students (Mallory, March 29, 1982). It may be that the use of proxy voting by the Department reduced Dr. Mandel's chances of appointment. Equally, proxy voting may be an appropriate way to attain legitimate objectives. The AF&T Committee has made no judgement on the use of proxy voting.

Some members note that differential access to information between appointments committees and the full Department is a compromise common in Canadian universities. The merits or faults of this procedure may be worth further study. Because something is common does not mean it is good or fair.

The Report criticizes in some detail the intense informal process of discussion and debate in the Department that followed upon the decision in the Appointments Committee. This informal process, which evidently occurred among students as well as among faculty, is neither an unusual nor an undesirable feature of real collegial life. The Report's desire for a Departmental discussion where individuals make full disclosure is considered by the majority of the AF&T Committee to be unrealistic even if well-intentioned. In any case, there is no evidence to show that Dr. Mandel's supporters were prevented from speaking on his behalf in the meetings. The Departmental appointment procedures were followed with reasonable fidelity on the evidence in the Report. The AF&T Committee would note, in addition, that they were similar to the Departmental practices that prevail in most Canadian universities and better than the practices in many. This is to agree that the department would be advised to be careful in future to avoid the small irregularities that are itemized in the Report and should review its attitude to the larger concerns. At any event, the majority concludes there is no evidence that any of these practices touches on the adequacy of the decision that was reached, nor that different — superior — practices could reasonably have been expected to produce different results.

In summary, on one characterization of the facts, Dr. Mandel applied, along with 20 other applicants, for a regular position in a scarce job market. By all the evidence, he received due consideration, was short-listed, and carried a bare majority of a divided Appointments Committee. Departmental procedures provided veto rights for the full Department over a sub-committee one-third its size. In the full meeting, preceded by intense informal discussion of candidates, the veto was exercised by a 13-9 voting majority that included between two-thirds and three-quarters of the faculty members in the Department, a majority that preferred other candidates. In other words, for a variety of reasons, Dr. Mandel was favoured by a minority of the Department while, in a strong competition, another applicant was eventually favoured by a majority of the Department. To this latter applicant, in the proper course of events, went the appointment. Being in a minority may be disappointing, but is not, per se, unfair. In the judgement of most members of the AF&T Committee, there is no evidence on procedural grounds, or on any other, to support a reasonable inference, much less proof, of unfair treatment of Dr. Mandel.

The minority of the AF&T Committee would, however, emphasize that the Department as a whole did not have as full information as the Appointments Committee, that some proxy votes were cast in a predetermined manner, and that many persons seem to have attended the meeting simply to vote, not to debate. They feel that unfairness to Dr. Mandel may have resulted.

G. CONCLUSION

This has been a lengthy, complex, and difficult case involving various disagreements among individuals and groups at McGill, between sections of McGill and the CAUT and within the CAUT. It has raised differences between the AF&T Committee and the Board, and now between the AF&T Committee and a fact-finding committee of inquiry. The AF&T Committee is not unanimous. Dr. Mandel has consistently maintained that he was unfairly treated and has sought a remedy. Members of the McGill Political Science Department have also been under a cloud of suspicion for four years, during appeals against their decision to provincial authorities, federal authorities, the Quebec Human Rights Commission, the Academic Freedom and Tenure Committee and the Board of CAUT. The Committee is however agreed that the issues raised by the Mandel case are important now, and will likely become even more important in the future. Some of the issues raised can be resolved within CAUT. But the issues peculiar to the Mandel case — what actually happened in it — can best be resolved by CAUT and McGill establishing a Joint Committee of Inquiry with binding powers to determine finally whether there was unfairness and to fix a remedy, if appropriate. Only in this way can the dispute be concluded in a manner that will satisfy all those concerned with this case.

Response of Dr. David Mandel

At its November 1983 meeting, 42 months after I had first brought my complaint before the C.A.U.T., the Board decided to close the case without taking any substantive action. It concluded, in effect, that the two independent inquiries that confirmed the truth of my allegations — the one by its own fact-finding committee (the Gibson Report), the other by the investigator for the Quebec Human Rights Commission (there are no other inquiries) — are irrelevant to the outcome of my case. It turns out that I have invested three and a half years seeking redress through the C.A.U.T. without ever having had any real chance of obtaining a just outcome: despite the two mutually confirming reports condemning McGill University, the latter had only to refuse to co-operate in a joint inquiry in practice to win the case.

Yet, the March 1983 Board, upon considering the two reports, resolved that "the evidence before it raises grave doubts as to whether Dr. Mandel was treated fairly." Since McGill had rejected the C.A.U.T.'s repeated requests that it participate in a joint inquiry (McGill did all in its power to prevent and then to obstruct the Human Rights Commission investigation and it participated in the C.A.U.T. inquiry "under protest"), the logical and fair course of action would have been to adopt the Gibson Report along with its recommendations as a first step toward rectifying the injustice. But in an act of uncommon self-debasement, the Board decided yet again to ask McGill's Principal Johnston to agree to a joint inquiry. Johnston watted three months to reply, and, as expected, the answer was a flat refusal. For the Board, that ended the case.

Despite my many requests, I have never received an explanation from the Board for its astonishing decision. (The Board's cowering deference to the McGill administrations contrasts sharply with its apparent lack of concern even to justify its actions to the C.A.U.T. member it is purporting to defend — a comment on where the Board's political priorities lie.) Informally, two reasons have been suggested: insufficient evidence and the C.A.U.T.'s powerlessness to act against a non co-operative university administration. These two arguments are seen as mutually reinforcing, since for any action to succeed in such circumstances, the case would have to be "exceptionally strong".

It is difficult to judge the first argument, as the Board has refused to tell me what evidence it would consider adequate, now or ever. Indeed, a subcommittee of the Board has commented that "the charge of political discrimination is by its nature virtually impossible to prove." (Submission by the Board's subcommittee to the November 1983 Board, p.7) It is hard to imagine how injustice could ever be corrected under so radical a notion of proof. Members of the Academic Freedom and Tenure Committee have argued that for the Board to insist on yet more evidence is in practice to accept as the only sufficient proof an admission of improper motive by the decision makers themselves. (Submission by the Academic Freedom and Tenure Committee to the March 1983 Board, p. 16) This would amount to washing one's hands of the entire issue, which is exactly what the Board has done.

If for argument's sake one were to grant the legitimacy of the Board's arbitrary and vague doubts concerning the evidence, the question remains: who is it that is preventing clarification of these doubts? None other than McGill University, that has refused the new inquiry. Considerations of justice and even simple logic would require that the Board censure McGill for its obstructionist behaviour. For how else can the C.A.U.T. even hope to be effective when an administration refuses to co-operate? (And the Board's treatment of this case seems calculated to ensure that refusal becomes the norm.) But the Board apparently has considerations of a "higher" nature. It has allowed McGill, by the simple device of refusing to allow a joint inquiry, to win the case, thus giving recalcitrant universities veto power over any C.A.U.T. action in hiring complaints. The defence of academic freedom is thus made dependent upon the good will of those accused of its violation. Imagine for a moment that the situation is reversed — the Board would certainly not find in my favour as a result of my refusal to co-operate in a binding inquiry.

The C.A.U.T. thus ends up defending, not one of its members who has turned to it as a final recourse, but a university that has been found guilty by two independent inquiries and that has consistently refused to co-operate with the C.A.U.T.

Of course, in the area of "Canadianization", the question of insufficient evidence does not even arise. McGill University openly rejects the C.A.U.T.'s guidelines and unashamedly admits that it passed over a qualified Canadian, myself, in order to hire someone from abroad. Moreover, both inquiries concluded that McGill was unable to offer any academic reason that could explain, let alone justify, its preference for a non-Canadian.

Even here, however, the Board will not act. It claims that the "Guidelines on Canadianization" were never meant to be enforced. It offers no evidence to support this claim, and certainly there is nothing in the *Handbook* to indicate that the "Guidelines on Canadianization" are to be viewed differently from any others, such as those on tenure and promotion. This contention of the Board makes it impossible to understand why its own fact-finding committee took as part of its mandate to determine whether the "Guidelines on Canadianization" had been observed. The Board's arbitrary decision to allow McGill to violate them with impunity places in jeopardy the status of all C.A.U.T. guidelines.

The other argument, the need for an exceptionally strong case in order to be effective against a non-co-operative administration, is equally arbitrary. One is never told by what criteria one judges the strength of a case. In fact, the Board seems less concerned with the strength of the case than with the strength of the forces arrayed against the victim whose academic freedom has been violated. It is not too risky to censure a small institution like Memorial University, especially when the local faculty association is supporting the victim. But to take on so powerful and prestigious a university as McGill is another matter, all the more so as the executive of the local faculty association, the M.A.U.T., well-known for its intimate ("collegial") relations with the administration, has from the start opposed C.A.U.T. intervention.

In the end, then, it comes down to an issue of power, so succinctly summarized by Joseph Stalin when asked if he worried about Church reaction to his policy: "How many divisions has the Pope?" Indeed, the admission of McGill University and the executive of its faculty association have all the divisions. I have only the report of three respected academics, confirmed by the report of the investigator for the Quebec Human Rights Commission, that I have been unjustly deprived of an academic post.

The message that the Board's treatment of this case sends to university administrations is unequivocal: the C.A.U.T. will not act against arbitrariness and injustice in the selection of candidates for university posts. The message to the candidates is equally unambiguous: if you are thinking of taking your complaint to the C.A.U.T., know that you will end up — years later — worse off than when you began.

The only remaining question is whether Canadian academics care enough about academic freedom to do something about this organization that purports to act in their name.

p. 58

Statement of S.O. Freedman

Vice-Principal (Academic) McGill University

Thank you for inviting McGill University to submit a brief commentary on the Mandel case for publication in forthcoming issue of the CAUT *Bulletin*.

We have few, if any, additional comments to make other than those already contained in previous submissions by McGill University. We note that both the Academic Freedom and Tenure Committee of CAUT and the Québec Human Rights Commission, after thorough investigations, came to no conclusion that Dr. Mandel was discriminated against on political grounds.

It has also been established by all concerned that McGill University complied fully with the laws of Canada and with the laws of the Province of Québec on the Canadianization issue. Dr. Mandel's previous appeals to the two relevant jurisdictions on these grounds were denied.

It is also to be noted that McGill University has co-operated fully with the Fact Finding Commission of CAUT, the Québec Human Rights Commission and the Federal and Provincial Ministries of Immigration, and has invested extraordinary amounts of time and resources in this matter.

We look forward to the appearance of any revisions at the *CAUT Guidelines on Initial Appointments* that might result from your general discussion of this topic.

STATEMENT OF THE M.A.U.T.

Readers of the Bulletin attempting to find their way through the labyrinthine verbiage of these Reports should keep in view these two essential facts:

1. The Quebec Human Rights Commission, with full jurisdiction and authority under the Quebec Charter of Human Rights Articles 10 and 16, declared *unanimously* that Dr. Mandel's complaint was *unfounded*. (Resolution COM-146-4.2, 18 November 1982)

2. A *majority* of CAUT's own Academic Freedom and Tenure Committee declared that Dr. Mandel's complaint was *unfounded:* "In the judgement of most members of the AF&T Committee, there is no evidence on procedural grounds, or on any other, to support a reasonable inference, much less proof, of unfair treatment of Dr. Mandel." (Report on the Mandel Case and the Fact-Finding Committee Report, March 17, 1983, p. 25)

In the light of these findings by two competent tribunals with a complete knowledge of the case, the MAUT urged the Board of CAUT *not to publish* a Report which might unintentionally diminish Dr. Mandel's prospects of an academic career. We regret deeply that our appeal went unheeded.

Dr. David Mandel — p. 57

P.S. I have now learnt that the Board has refused my request to publish a summary of the report of the investigator for the Quebec Human Rights Commission, who upheld my allegation of political discrimination. On the other hand, the Board has decided to go ahead with the publication of the opinion of the Academic Freedom and Tenure Committee, which the board did not adopt, which opposed from the start the establishment of the fact-finding committee and which rejects its conclusions. This, I was told by Dr. Sim of the C.A.U.T., is in fulfillment of editorial policy to allow the broadest possible expressions of opinion. I am at a loss to understand why the opinion of the investigator for the Quebec Human Rights Commission, who heard over fifty hours of testimony and examined all relevant documentary evidence, is considered unworthy of publication, while that of the Academic Freedom and Tenure Committee, which conducted no inquiry and heard no witnesses, is being published at length. (The Board instructed me to keep my own comment "concise".) I would ask for an explanation if I were not convinced by now that this is entirely futile.

Dr. David Mandel
professor substitut
Département de science politique
Université du Québec à Montréal

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980.
President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980.

Note:
1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

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Département de génie physique
Ecole Polytechnique de Montréal
Case Postale 6079, Succursale "A"
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Canadian Association of University Teachers

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The Canadian Association of University Teachers requires an Editor for the *Bulletin*, a tabloid newspaper with a circulation of 27,000 published seven times a year. This is an eleven-month replacement appointment for the Editor who will be on career development leave in 1984-85.

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Duration of Appointment: August 1, 1984 to June 30, 1985.
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Applications with the names of two or three persons from whom references can be obtained should be submitted to: Dr. D.C. Savage, Executive Secretary, Canadian Association of University Teachers, 75 Albert Street, Ottawa, Ontario K1P 5E7.

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Chairmen of the Search Committee
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Laurentian University of Sudbury
Ramsey Lake Road
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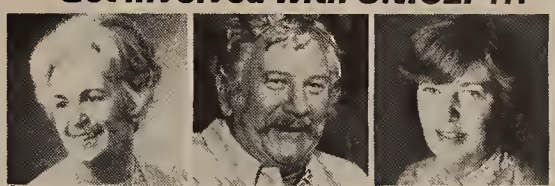

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